

THE BULLETIN

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FUNDING FORECAST DIM, SAYS COOKE

BY DAVID TODD

ONTARIO'S NEW EDUCATION "superminister" says universities have not fallen down the government's list of priorities — but

they cannot hope for any improvement in the provincial funding situation in the near future, either.

Invited to address the March 25 meeting of Academic Board, Minister of Education & Training

David Cooke tried to allay some of the uneasiness caused by the government's recent amalgamation of the ministries of education, colleges and universities and skills development. Universities have expressed

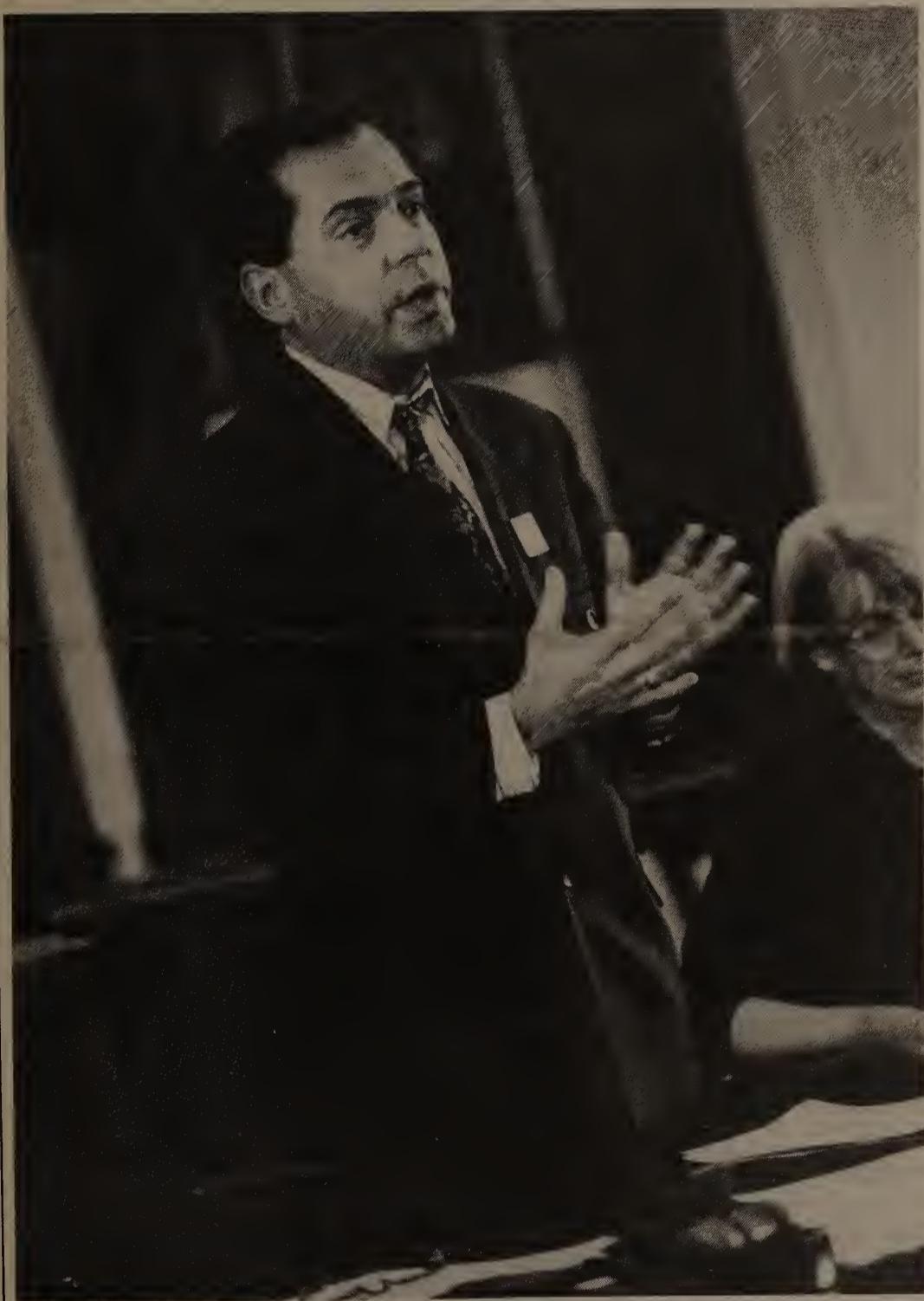
some anxiety that under this new structure their concerns will take a back seat to those of the primary and secondary education sectors.

Cooke, previously the minister of municipal affairs, took over the education and training portfolio as part of a major reorganization of the provincial cabinet announced Feb. 3 by Premier Bob Rae. He told board members that the creation of the superministry does not mean that post-secondary education is "any less important to this government." The

move, he said, will simply permit greater coordination in the development of education policies and save the province money by making possible some administrative streamlining.

Beyond such general reassurances, Cooke — the MPP from Windsor-Riverside since 1977 — had little in the way of cheerful news to offer. When New College principal Frederick Case pressed him about the possibility of adjusting the current funding formula to provide greater

~ See FUNDING: Page 2 ~



David Cooke, minister of education and training, addresses Academic Board at Simcoe Hall March 25.

Kidney Research Receives \$2 Million

A \$2 MILLION GIFT FROM PRIVATE donors will enable the Faculty of Medicine, in cooperation with St. Michael's Hospital, to establish a full-time chair for research into kidney disease.

Patrick Keenan, chair and director of the Canada Development Investment Corporation, and his wife Barbara made the presentation during a news conference at St. Michael's Hospital March 17. Professor Arnold Aberman, dean of the Faculty of Medicine, said the Keenans' gift will

allow the two institutions to continue their tradition of research and education in this field. In addition, he said, "it serves as a signal that, today, support not only from government but from the private sector as well is necessary to advance medical research."

Keenan, who chairs the hospital's board of directors, said that he and his wife share "a very special feeling" for St. Michael's. "We've both thought for some time that we would like to do something significant for the hospital," he said.

A search committee is now looking for a candidate to assume the chair. Dr. Joseph Connon, physician-in-chief at the hospital and a professor in the Department of Medicine, said the appointee will be named within the next few months.

The announcement was made during the Kidney Foundation of Canada's annual March fundraising campaign. This volunteer organization, founded in 1964, is attempting to raise \$5 million this year in support

~ See KIDNEY: Page 2 ~

BY DAVID TODD

ACADEMIC BOARD HAS NOT fallen into the grip of the University administration, its chair insists, despite claims that appeared in the U of T Faculty Association's most recent newsletter.

Professor Michael Marrus of the Department of History reacted angrily to an article in the March 8 issue in which UTFA president Bill Graham questioned the independence of the board in light of its decision to support the elimination of the undergraduate program in the Faculty of Forestry. This "debacle," Graham wrote, offers evidence that Academic Board "is in danger of becoming captive to the Simcoe Hall agenda."

Marrus, who has chaired the board since 1990, rejected any suggestion that the administration holds sway over its deliberations, arguing that the 118-member body is far more open to dissenting views than UTFA's own council. The outrage that members expressed in November 1991 during the controversy over the attempted dismissal of 79 Faculty of Medicine employees, he said in an interview, is ample evidence that Academic Board is capable of breaking sharply with the administration.

Marrus suggested a hidden agenda behind the association's attack on the board. "It seems to me," he said, "that UTFA is not happy to leave academic decision making to the established organs of Governing Council. They're seeking a kind of co-management of the University."

Graham, however, denied harbouring any such ambitions. The association, he insisted in an interview, has a responsibility to promote the academic welfare of the institution and published its criticisms in hopes of rousing community members to address a problem with the current governing system.

The source of much of the association's concern is the present composition of Academic Board. Of

the 80 faculty seats, 25 are *ex officio*, the remainder elective. In many cases, however, divisions have chosen academic administrators as their elected representatives so that collectively the various vice-presidents, deans, principals, directors and chairs outnumber the 40-odd "rank-and-file" faculty members. This contingent, Graham argued, has shown a tendency to vote as a block, guaranteeing the requisite support for administrative proposals.

"There's a kind of party line in favour of the central administration's policies developing," Graham said, "and that's not a healthy tendency. Those administrators who were elected to the board should be representing the views of their constituents, not just voting the administrative line." The forestry debate was a particularly troubling example of the process in action, he added, because administrators were reported to have lobbied vigorously with colleagues on the board to approve termination of the BScF program.

After two lengthy meetings in February, Academic Board voted 54-30 in favour of the proposal. Professor Fred Wilson of the Department of Philosophy, past president of the Canadian Association of University Teachers (CAUT) and another contributor to the UTFA newsletter, said the administration effectively sold members on the notion of "deleting parts of the University in order to finance other parts."

Provost Joan Foley, who made the recommendation on forestry to the board in January, said she never took members' support for granted. "The administration certainly doesn't lead Academic Board around by the nose," Foley said. "We made our case and I think most people were persuaded by it. But we don't tell people how to vote."

Board members themselves hold widely differing views about the degree of administrative influence on their deliberations. Professor Peter

~ See UTFA: Page 2 ~

IN BRIEF



Graham acclaimed to second term

PROFESSOR BILL GRAHAM OF PHILOSOPHY AT SCARBOROUGH HAS been acclaimed to a second one-year term as president of the U of T Faculty Association (UTFA). A member of the professoriate since 1969, Graham succeeded librarian Bonnie Horne as UTFA president July 1, following three years as president of the Ontario Confederation of University Faculty Associations. His long-standing involvement with the association includes serving from 1989 to 1991 as vice-president (salaries, benefits and pensions). He has been a member of both UTFA council and its executive committee as well as chair of the university and external affairs committee.

FLIS opens classroom

THE FACULTY OF LIBRARY & INFORMATION SCIENCE (FLIS) OFFICIALLY opened its new Margaret E. Cockshutt Electronic Classroom Feb. 26. The facility, which was funded through donations from alumni and friends, is equipped with 15 computer workstations for students, one for course instructors and an audiovisual system to assist in the teaching of classes. In addition to running a variety of software applications on the workstations, students will be able to gain access to various CD-ROM databases and online services. Using Internet, they will also have the opportunity to search the catalogues of major research libraries around the world. The classroom has been named in honour of Professor Emeritus Margaret Cockshutt who taught at FLIS for 43 years until her retirement in June.

Three men stabbed on Spadina Ave.

A TORONTO MAN HAS BEEN CHARGED WITH THREE COUNTS OF aggravated assault after three men, believed to be U of T students, were stabbed during an altercation on Spadina Ave. on March 26. Metro Toronto Police report that a man walking north on Spadina Ave. at 2 a.m. bumped into the three going south. A scuffle ensued and the suspect pulled out a knife and stabbed the others before they disarmed him. They were taken to Toronto Western Hospital, treated for minor wounds and released.

Trinity appoints divinity dean

CANON DAVID HOLETON HAS BEEN APPOINTED DEAN OF THE FACULTY of Divinity at Trinity College. An expert on Christian initiation and renewal of liturgical life, Holeton joined the faculty in 1987, four years after he earned doctoral degrees in theological and religious studies from the Institut Catholique in Paris and the Sorbonne. Between 1983 and 1987 he was assistant professor of liturgics and early church history at the Vancouver School of Theology. He was ordained deacon and priest in 1973 for the Diocese of New Westminster and has served in various parishes in BC, Paris and Toronto. His term as dean begins July 1.

Social work, management raise funds

GRADUATING STUDENTS FROM THE FACULTIES OF SOCIAL WORK AND Management plan to raise funds for two new student programs during this year's GRADitude campaign. Social work students want to establish a bursary that will give a single parent the opportunity to pursue a master's degree. Their MBA counterparts hope to equip a new business centre, intended to help future students obtain jobs, with a fax machine, photocopier and furniture. GRADitude, which began March 8, encourages students to pledge financial support to U of T programs and initiatives for a period of three years after graduation.

Collaborative program begins in May

A COLLABORATIVE PROGRAM, PRIMARILY IN CARDIOVASCULAR research, between U of T and the Chinese government and the Chinese University of Hong Kong will begin in May. Up to 10 Chinese medical investigators will work with Professor Choong-Chin Liew of the Department of Clinical Biochemistry, the program's organizer. The research will take place at the Banting Institute and the Toronto Hospital research centre. Under a three-year agreement, the Chinese government and the Chinese University of Hong Kong will provide most of the project's annual funding of \$230,000.

Funding Forecast Dim, Says Cooke

Continued from Page 1 ~ support for accessibility initiatives such as U of T's Transitional Year Program, Cooke affirmed that he is willing to look at the issue. But the minister warned that more money for this area would inevitably mean less for others, given current financial circumstances. "I can assure you," he said, "that there won't be any new money flowing into the post-secondary system from the provincial level. We just don't have it."

Cooke was greeted on his arrival at Simcoe Hall by a cluster of protesters handing out buttons and leaflets that expressed their displeasure with the University's proposed \$200 ancillary fee for student services. During the meeting part-time undergraduate student representative Maylin Scott asked if the ministry had any intention of regulating or restricting such fees, which she characterized as "a backdoor way of raising tuition."

The notion of ancillary fee restrictions did not receive a particularly

sympathetic hearing from the minister. "Unless I have something else to offer the university sector — in other words, more provincial cash — then I understand that universities are going to be looking for revenues within the system," he said.

A University of Windsor graduate whose own roots are decidedly working-class, Cooke admits to having strong feelings about university accessibility. He told board members that he felt some discomfort about dealing with the issues of tuition and student aid, given that his own preference would be to lower fees and enrich the Ontario Student Assistance Program. Cold, hard reality rules out either of those options. "We're not going to be in a position to lower tuition fees," he noted. "In fact, we're still confronted with the question of whether or not we're going to have to raise them more and significantly."

Cooke was more optimistic about the possibility of strategies to knock

down some of the other barriers that limit accessibility. Both the provincial government and the universities, he suggested, need to develop more programs targeted at youngsters from lower-income and visible minority families, to make certain that they understand from a relatively young age that a post-secondary education lies within reach.

With barely seven weeks of experience in his new portfolio Cooke has had little time to fashion an overarching vision of a restructured education system.

Nevertheless, he said, there is a need to consider whether the province can afford to have every university offering a full range of services. Cooke said he is interested in exploring the possibility of shared services and improved links both among universities and between those institutions and the colleges. All public institutions, he added, should also be considering whether they spend too much on administration.

UTFA Questions Board Independence

Continued from Page 1 ~ Rosenthal of the Department of Mathematics agreed that the presence of so many administrators represents something of a structural fault. The administrative forces dominate the proceedings, he said, working hard to win acceptance for their position.

However, Professor Arthur Sheps of humanities at Scarborough College argued that the various administrators on the board scarcely constitute a single monolithic group. Most of the deans, chairs and others see themselves not as "emanations of the central authority," he said, but rather first and foremost as representatives of their particular divisions. "The central administration can't bank on these people in any uniform way."

Dean Marsha Chandler of the Faculty of Arts & Science said she routinely discusses issues on the Academic Board agenda with her chairs and tries to communicate the consensus to the board. Those chairs who sit on the board, however, speak for their own units and are not expected to parrot her views. "It may be that there are cases where you see people with common interests voting similarly. But do I put out a party line? The answer is no."

The faculty association has taken its concerns about the University's handling of the forestry decision to CAUT. Two members from CAUT's academic freedom and tenure committee will be investigating and preparing a report on the circumstances surrounding that decision.

Academic Board was established in 1988 as a mechanism to bring the judgement of academic administrators and faculty members to bear on matters of institutional policy and planning.

Professor Brad Inwood, associate chair (graduate affairs) in the Department of Classics, served on the board from 1989 to 1992 and watched it emerge during that time as an independent body capable of grappling with serious issues. The effect of UTFA's attack, he warned, could be to undermine that progress.

"The minute we believe Academic Board is a tool of the administration, it will become one because we will cease to care about the independent-mindedness of those we vote onto it," Inwood said.

Kidney Research Receives \$2 Million

Continued from Page 1 ~ of research, patient services and public education initiatives.

According to the foundation, more than 12,000 Canadians are currently suffering from "end-stage" renal disease in which the kidneys cease to function, making necessary either dialysis treatment or kidney transplantation. Dr. Robert Bear, vice-president (medical affairs and research) at St. Michael's and a professor in the Department of Medicine, said that while the prevalence of end-stage kidney disease has been steadily increasing in Canada, the annual number of transplants has remained fairly static, varying little from the 824 performed in 1991. The result, he said, is that more and more patients must receive continuing dialysis treatment.

Bear, a nephrologist at the hospital for the past 18 years, said dialysis and transplantation should not be mistaken for cures. The failure of researchers to fully understand the underlying causes of kidney

disease, he noted, has hampered the development of more effective treatment.

Nevertheless the last two decades have seen considerable progress. Research has, for instance, led to the development of the drug erythropoietin (EPO), which corrects the anemia associated with kidney failure. It has also helped improve the survival rate for transplant patients.

Heather Janack, an information officer with the provincial government and a dialysis patient for the past 16 years, said recent developments such as the introduction of EPO have substantially improved her quality of life. For kidney disease sufferers, however, the need for regular dialysis treatment still means strict limitations on both time and independence.

UNIVERSITY ~ OF ~ TORONTO

THE BULLETIN

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Grant-Paid Staff Feel Excluded

BY KARINA DAHLIN

GRANT-PAID STAFF WHO FEEL unfairly treated by the new salary and benefits agreement may have cause for hope.

Earlier this month the U of T Staff Association (UTSA) and Business Board approved the 1993-94 salary and benefits agreement. It contains a salary continuance program for staff who are laid-off but wish to remain University employees. The program offers them between one and six months' salary while they retrain and look for other work. However, to the dismay of the University's 540 grant-paid staff, the program is only available to budget-paid staff.

On March 19 Louise Kozar, a laboratory technician in the Department of Medicine, took the day off to gather signatures on a petition that protests the exclusion of grant-paid staff from the program. "They are doing it again," her petition declares, a reference to the November 1991 controversy at the Faculty of Medicine when people protested that University policy had been ignored by a plan to lay off 79 staff. Kozar, who has worked at U of T as a grant-paid staff member for 23 years, met with Professor Michael Finlayson, vice-president (human resources), March 22 and presented him with the petition.

Finlayson will recommend to the Research Advisory Board that it consider the predicament of grant-paid staff. "We are optimistic we can solve the problem," he said in an interview. The board, which advises Professor James Keffer, vice-president (research and international relations), is scheduled to meet April 21.

During negotiations on the new salary and benefits package, UTSA and the administration agreed that salary continuance could not be extended to grant-paid staff because of the special nature of the group, said

Finlayson. While the University is able to determine in advance how its operating budget will be spent, principal investigators cannot plan grants. "We don't have the faintest idea whether the grants are going to be renewed or not."

Grants to investigators are sent to the administration which holds back the cost of salaries and benefits. A certain amount is also set aside for a contingency fund but at the moment the fund has a deficit of approximately \$160,000. Kozar plans to write to Keffer suggesting that the University withhold a larger portion of the grants in order to increase the fund and pay for salary continuance.

Kozar hopes her campaign will be successful but is troubled that the Manual of Staff Policies apparently was ignored during salary negotiations. Policy number 4.01.04 states that grant-paid staff "are employees of the University and shall be given in all respects the same kind of employment terms and conditions as staff supported from departmental or divisional budgets." That the Human Resources Department would allow grant-paid staff to be "slighted" is disappointing, Kozar said, but that UTSA agreed to that kind of treatment is unforgivable.

UTSA president Judith Eichmanis said she understands why grant-paid staff are frustrated. However, as a party to the agreement, UTSA cannot grieve the salary continuance program, she said. Instead the association is encouraging unhappy employees to launch a grievance of their own.

Eichmanis said that by treating grant-paid staff differently, the University has violated the spirit of the Manual of Staff Policies.

Finlayson differed. "You can't possibly violate the manual if you are doing it in agreement with the staff association. It was a negotiated agreement."

Michael Charles Named Dean

PROFESSOR MICHAEL CHARLES has been appointed dean of the Faculty of Applied Science & Engineering from July 1 to June 30, 2000. He will replace Dean Gary Heinke.



Professor Michael Charles

Charles, who was appointed vice-dean of the faculty in 1986, received his BSc in chemical engineering from the University of London in 1957.

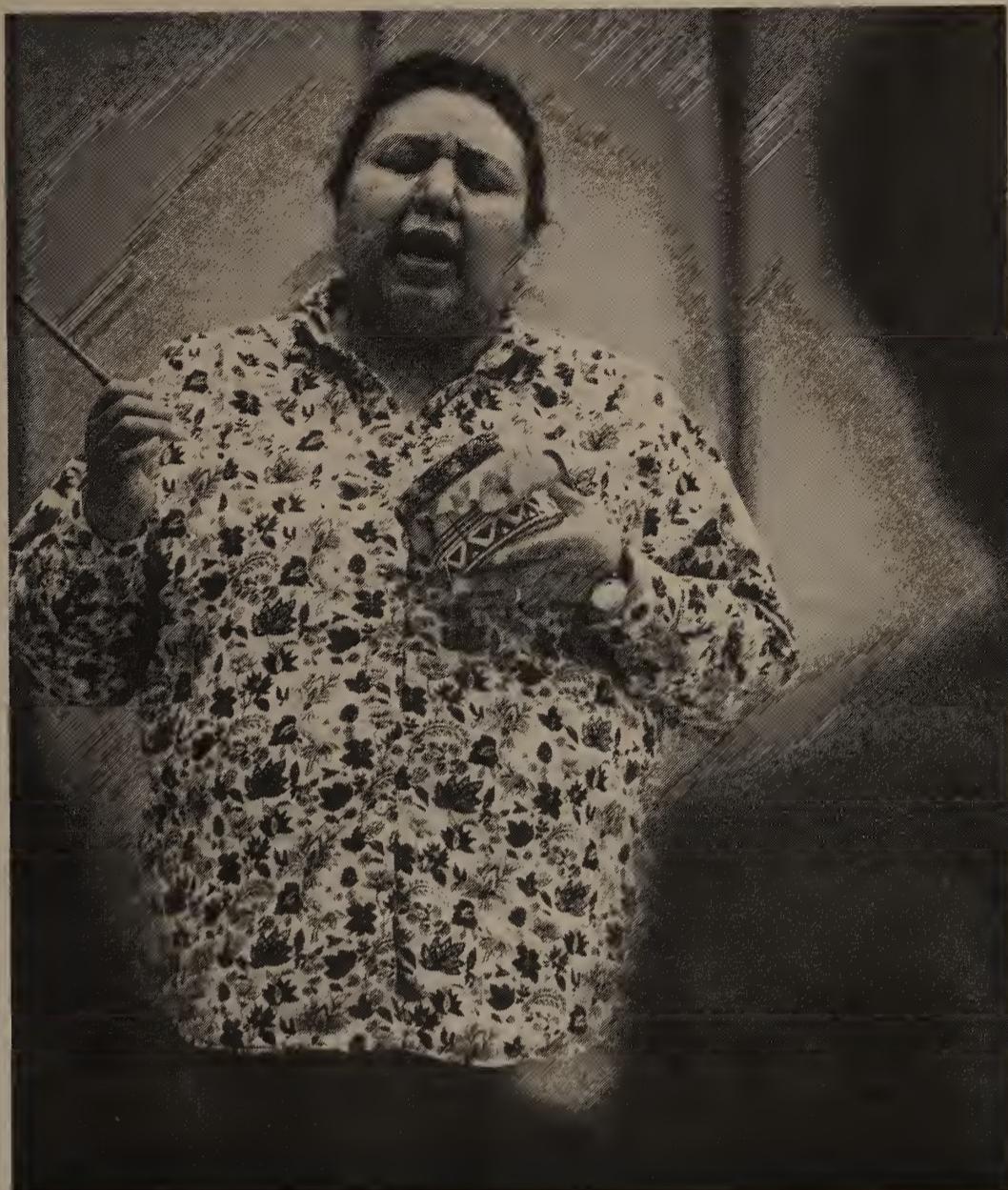
He pursued graduate studies at the University of Alberta where he received an MSc in 1959 and a PhD in 1963. After a year with the production research department of Imperial Oil, he joined U of T's Department of Chemical Engineering & Applied Chemistry and chaired the department from 1975 to 1985.

A fellow of the Chemical Institute of Canada and the recipient of the Canadian Society for Chemical Engineering's award for a distinguished contribution to the field, Charles has published a large number of articles about fluid dynamics.

He is chair of the board of the Institute for Chemical Science & Technology and a member of the boards of the Canadian Research Management Association, the Ontario Centre for Materials Research, the Manufacturing Research Corporation of Ontario and the Ontario Laser & Lightwave Research Centre.

In 1989 he was elected to Governing Council.

Heritage Music



The culture of Canada's First Nations was colourfully displayed — through performance and visual art — at Scarborough College during the week of March 22. Sadie Buck, who is associated with the Woodland Cultural Centre in Brantford, conducted a workshop on the music and dance of the Iroquoian culture. About 30 students, staff and faculty as well as youngsters from the N'Sheemaehn Child Care Centre attended the event.

Athletics Budget Receives Go-Ahead

BY SUZANNE SOTO

UNIVERSITY AFFAIRS BOARD (UAB) has unanimously approved a \$6.3 million budget for the Department of Athletics & Recreation (DAR) that preserves U of T's 115-year-old Varsity Blues football program.

The 1993-94 budget also maintains a number of other sports that had been slated for elimination this fall including gymnastics and women's ice hockey. "The board has said, 'Yes, go ahead with your plan' and I am delighted," said DAR director Ian McGregor after UAB's March 16 meeting. The package will go to Governing Council for final approval this spring.

Joint plan members and students can expect to pay more next year. The joint membership fee in DAR, Hart House and the Faculty Club will cost about \$340 a year — a 33 percent increase. McGregor said DAR initially wanted to suggest a 50 percent hike but felt a lower figure was "more fair." Faculty and staff may also be able to join only one of the three facilities for a separate rate but the details of that plan have not been finalized, McGregor added. Students will pay \$94.50 a year, up from \$87.

The budget has also begun to address concerns about gender equity in

the department by narrowing the expenditure gap between men's and women's athletics. For example, DAR's contribution to football will decrease from \$242,000 to \$68,856. In addition the cost-per-athlete for female members of high-performance teams such as basketball, ice hockey and track will rise to \$1,003 from \$654 while dropping for their male counterparts to \$949 from \$1,077. McGregor cautioned, however, that "this is only part of the story. We're still spending more money on men's sports because there are more men participating in our intercollegiate programs."

Board member John Nestor, a graduate student representative, said he looks forward to hearing from the gender equity task force established by DAR's council. The 12-member Task Force on Gender Equity in Athletics & Recreation will identify ways to meet the needs of female users and pinpoint barriers and report back to UAB in December.

In an interview Brian Pronger of the School of Physical & Health Education said he and others who have campaigned for gender equity at DAR are disappointed the board approved the budget. The group had threatened to file a complaint against U of T with the Ontario Human Rights Board over DAR's funding practices. However, Pronger, a member of the

new task force, said he plans to work with DAR to ensure gender equity goals are met.

Last month several board members expressed dissatisfaction with DAR's budget process. Some felt the department was failing to provide details about anticipated staffing cuts and the projected cost of repairing athletic facilities. To clarify its plans DAR held information sessions with UAB members in February and March. McGregor said it was these meetings that likely convinced the board that the department had developed a sound and fair strategy. "When we answered their questions, addressed some of the gender issues and showed them some actual figures, I think board members became more comfortable with the overall plan."

In December the department announced it was terminating football and a host of other programs in order to cope with the University's withdrawal of a \$1.2 million subsidy. However a group of former Blues players — the Friends of Football — offered to defray half of the team's cost. So far the group has raised more than \$60,000, said David Neelands, assistant vice-president (student affairs). The men's and women's T-Holders associations have also pledged financial support for a number of sports.



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Guelph Investigates Forestry Program

BACHELOR OF FORESTRY STUDIES are on their way out at U of T, but they may soon take root in new soil. In the wake of Governing Council's March 11 decision to phase out the BScF program over the next three years, the University of Guelph has been investigating the possibility of offering its own undergraduate degree in forestry.

Bruce Stone, associate dean with the Ontario Agricultural College at Guelph, said faculty members and

administrators first started talking about this option after learning earlier in the year that U of T intended to discontinue its 86-year-old bachelor of forestry program. "There has been some preliminary discussion, but certainly no decision has been taken," he said. "There's a lot that would have to be decided in terms of where resources would come from and how it would be mounted and that hasn't been tackled yet at all."

Academically forestry would dove-

tail neatly with Guelph's current programming in agriculture. Stone said the college already carries on considerable teaching and research in the field of agroforestry — an increasingly common approach to land use that involves the growing of both trees and crops in the same area.

Dean Rod Carrow of the Faculty of Forestry said that if Guelph succeeded in establishing an undergraduate program, the next logical step would be for that institution to

take up graduate education and research in forestry. Under the circumstances it is conceivable that the entire U of T forestry faculty might simply relocate to Guelph although a number of obstacles would stand in the way.

"To the best of our knowledge it's never been done in Ontario before and most people would tend to reject the idea because of the complexities involved," Carrow said. "Trying to figure out a mechanism for funding it could be very difficult. The University of Guelph is under the same constraints financially that we are."

A partial relocation is easier to envision. Should Guelph decide to offer undergraduate studies in forestry, administrators would likely recruit faculty members from U of T. Carrow said the faculty might also consider transferring its current BScF students to Guelph. Many, he argued, would find the experience preferable to continuing in a program that is being phased out.

Governing Council's vote to terminate the BScF program followed two months of intense campus-wide

debate. Provost Joan Foley recommended the cut to Academic Board Jan. 7, arguing that U of T can make a greater contribution to the field of forestry by concentrating on graduate education and research. Eliminating the program is expected to save the University approximately \$500,000.

Opportunities still exist for faculty to participate in undergraduate programs offered by other divisions and Foley has pledged that her office will do everything possible to facilitate such involvement. In an interview she said she intends to set up meetings involving the forestry faculty and representatives from arts and science divisions on the three campuses as well as the Faculty of Applied Science & Engineering.

Carrow, however, said it will take some time to arrive at a clear picture of the range of options available. "We think there is enormous untapped potential to involve our faculty in undergraduate programs related to environmental science and studies but we haven't figured out how to get over the administrative barriers to that yet."

Excellence in Teaching



The Association of Part-time Undergraduate Students and the Students' Administrative Council announced the winners of their teaching excellence awards for 1992-93 March 19 at Hart House. They are, from the left, Professors Mark Evans of the Faculty of Education, Rebecca Comay of the Department of Philosophy, Mart Gross of the Department of Zoology and Shoukry Rowais of the Department of Geography. Susan James, a tutor in the Faculty of Nursing, was absent. The awards recognize teaching that stimulates and challenges students, shows a mastery of the subject area and develops critical skills.

Drop-in Day Care Moves Step Closer

A PLAN TO OPEN A DROP-IN, licensed child care centre on the St. George campus has cleared one more hurdle by obtaining the support of University Affairs Board (UAB).

The centre, however, has yet to secure enough funding to be able to open soon. In a business plan presented to the board March 16 Professor Michael Finlayson, vice-president (human resources), stated the centre's start-up costs will be \$120,000. The amount, which must be raised by the University, will pay for furniture, kitchen appliances, toys and educational materials and a fenced, outdoor play area.

The day care's annual operating expenses — including salaries and benefits for three full- and two part-time staff members — are expected to be around \$170,000. Finlayson anticipates the facility's projected fees of \$4 an hour for student parents and \$5.50 for parents who are U of T employees will cover about two-thirds of operating costs. Funds for the shortfall of approximately \$60,000 will have to be found.

David Neelands, assistant vice-president (student affairs), told UAB some of the money may ultimately come from the proposed \$200 increase in student ancillary fees since

it is anticipated that students will be the centre's principal users. The hike is one of the recommendations expected in the University's 1993-94 budget, to be considered by Governing Council later this spring.

According to the business plan the centre, to be located at 40 Sussex

Ave., will accommodate up to 15 children, six of them under six months. Its hours of operation will likely be flexible, with some evening care offered. Parents will be able to telephone ahead and arrange care for their children for just a couple of hours or the entire day.

Hart House Seeks Increase

HART HOUSE WILL SEEK A SUBSTANTIAL increase in student fees in its 1993-94 budget to be considered by University Affairs Board (UAB) April 13.

Andrew Spears, Hart House's director of development and communications, said the budget calls for a hike of \$20 in the core fee, bringing this figure to about \$90. The budget also recommends that students pay a permanent building maintenance levy of \$10 beginning in the next academic year. This would be in addition to a current 10-year renovation levy which goes towards the costs of refurbishing Hart House's locker rooms and swimming pool. If approved by the board, students will pay \$108.50 in incidental fees to Hart House next fall.

Starting next academic year Hart

House's \$787,000 subsidy from the University is being cut by 60 percent. Spears noted that a financial strategy task force, which reviewed all aspects of Hart House's operations last year, recommended that the 75-year-old facility take steps to protect and preserve its building by carrying out significant repair work. Costs of the restoration has been estimated at between \$2 million and \$4 million.

The budget, said Spears, shows that Hart House has made efforts to reduce its operating costs by approximately \$500,000 a year. It cancelled its money-losing meal service in the Great Hall last December, saving between \$100,000 and \$300,000 a year. Additional savings have been achieved by eliminating a couple of management positions and reorganizing the athletics department.

Academic Board Rejects Officer

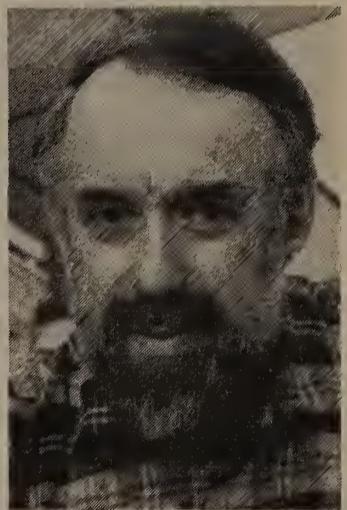
A MEMBER OF ACADEMIC BOARD says the University could warm up the "chilly" intellectual climate on campus by appointing an academic freedom officer, but his proposal received a cold reception from colleagues at the board's March 25 meeting.

Professor John Furedy of the Department of Psychology told members that a rising tide of politically correct thinking has threatened the academic enterprise and argued that teaching staff and students confronted with questions that touch on the issue have no disinterested party to whom they can turn for advice. He proposed the appointment of a part-time officer — possibly an emeritus professor — who would be available to discuss such questions with faculty or students. His motion, however, was soundly defeated when it came to a vote.

Furedy cited an array of examples to illustrate the need for an adviser of this sort — among them an October 1990 episode in which students denounced Scarborough College anthropology professor Jeanne Cannizzo as a racist because of her role as curator of a controversial Royal Ontario Museum exhibit entitled *Into the Heart of Africa*. Equally unsettling, he insisted, is the recent work of the Presidential Advisory Committee on Race Relations & Anti-Racism Initiatives which produced a report last year calling for revisions in the University's "narrow, exclusive" curriculum.

With a few exceptions, board members were consistent in their response to the motion: they endorsed wholeheartedly the principle of academic freedom and rejected flatly the idea of an academic freedom officer. Professor Paul Gooch, acting

dean of the School of Graduate Studies, said that faculty members, academic administrators and the board itself all share responsibility for preserving academic freedom. "The motion is unnecessary," he said, "because we already have lots of academic freedom officers."



Professor John Furedy

Professor Bruce Kidd, director of the School of Physical & Health Education, leapt passionately to the defence of political correctness. He said it constitutes an acknowledgement that many groups in our society have been marginalized and that such mainstream institutions as U of T must work to change the situation for the better.

The strongest argument in favour of the motion came from Professor Thomas Adamowski, chair of the Department of English. He warned that many in the University community are impatient with the long-standing notion that all views ought to be open to scrutiny and challenge and said that more and more faculty find themselves "increasingly cautious about what they say and teach."

Awards Excellence

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TUESDAY, APRIL 13, 1993

at Hart House

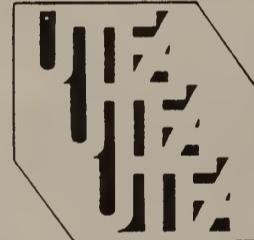
Reception: East Common Room, 6 p.m.

Dinner: The Great Hall, 7 p.m.

Business Attire

Tickets: \$50 per person; students, \$35

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UTFA Council Nominations

Call for nominations in the following constituencies:

Terms commence July 1, 1993, and
are for three years, except as noted.

Anthropology
Architecture, Landscape Architecture,
Forestry
Dentistry
East Asian, Near Eastern, Middle East &
Islamic
Electrical & Computer Engineering,
Biomedical Engineering
Erindale - Sciences
Faculty of Management
History - (now through June 30, 1994)
Librarians
Linguistics, German, French
Mathematics
Music

New College, Innis College, Transitional
Year Program
Nursing, Pharmacy
Philosophy, IHPST, Religious Studies
Psychology, Geography, Urban Planning -
(now through June 30, 1995)
Rehab. Medicine, Speech Pathology,
Anatomy
Scarborough - Social Science
Sociology, Criminology
University College, SCS, SGS,
Woodsworth College
Victoria University

Members in these constituencies are requested to make nominations for these Council seats.
Forms will be distributed to members and additional forms will be available at the UTFA office, 720 Spadina Avenue, Suite #419. Nominations open March 22 and close April 2, 1993. Elections, where necessary, will be held as soon as possible following the close of nominations.

Aboriginal Office Seeks More Funds

THE OFFICE OF ABORIGINAL Student Services & Programs (OASSP) fears that its activities will suffer without additional budgetary support from the University.

After eight years, a flow of dollars from Health & Welfare Canada is coming to an end, leaving the office without sufficient funds to cover salaries and benefits for two of its dozen or so staff members. The administration currently provides \$60,000 towards salaries and has pledged \$250,000 in continuing support for the office and its programs beginning in 1995. Until then, however, OASSP will need the University to provide a further \$80,000 a year in base budget support to make up for the loss of federal funding.

The money from Health & Welfare Canada has supported activities associated with the seven-year-old Aboriginal Health Professions Program which was consolidated with a number of other services and programs on campus last summer to form OASSP. Dianne Longboat, director of OASSP, said the office relies to a considerable degree on government grants and private donations, requiring her to devote much of her time and energy to fund raising. U of T, she said, should take greater responsibility for the OASSP programs.

"If our funding sources are now diminishing, then we need some more internal support from the University," Longboat said.

In a report issued earlier this year the Management Committee for Aboriginal Programs & Services, which plays an advisory role, urged the administration to make the necessary funding provisions. Provost Joan Foley said the recommendation is being dealt with as part of the process of preparing the 1993-94 budget report. "There hasn't been any determination made yet," she said. "It's being considered along with other needs."

Professor Andrew Baines, chair of the Department of Clinical Biochemistry and co-chair of the management committee, said the additional base budget funding

would demonstrate to native communities the University's commitment to aboriginal education. It would also improve substantially the chances of ensuring continued funding through the provincial government Native Education & Training Strategy which supports the development and improvement of programs and services for aboriginal students. Last year, under this program, the Ministry of Colleges & Universities (MCU) awarded U of T a grant amounting to \$78,500 over three years.

Baines said the ministry committee that reviews proposals and allocates funds has tended to be swayed by the willingness of institutions to commit some of their own cash to initiatives for aboriginal students. A list of priorities for funding this year,



Dianne Longboat

including OASSP staffing costs, a First Nations summer science program and the elder-in-residence program, has been submitted to MCU, now the Ministry of Education & Training.

Before the establishment of OASSP last summer, aboriginal programs and services were scattered across the campus. Now, a space known as First Nations House on the third floor of the North Borden Building accommodates the Aboriginal Health Professions Program, the Native Students Association and the Native Students Centre as well as a student lounge, resource centre and meeting room.

United Way Surpasses Goal

DESPITE EARLIER FEARS THAT U of T would be unable to reach its goal of \$600,000 for the United Way in 1992, the campaign has ended \$5,000 over target, organizers report.

This parallels the 1991 campaign which also exceeded its \$580,000 goal by \$5,000, says campaign chair Professor Hans Kunov of the Institute of Biomedical Engineering.

"I am very happy and proud to see that U of T has once again lived up to its reputation as a very generous institution," he said.

Kunov commended campaign vice-chairs Professor Cecil Yip of the Banting & Best Department of Medical Research and Janice Oliver, assistant vice-president (operations and services), for encouraging 18 new

participants to donate to the leadership portion of the campaign (where individuals give \$1,000 or more). Seventy-seven individuals contributed.

Campaign organizer Susan Grant of the Department of Public Affairs said the number of new annual donors rose by about 240. This brings the University's participation rate by full-time employees to approximately 40 percent.

Grant added she was particularly impressed by the fact that so many people were willing to give despite the difficult economic times some are experiencing.

"They have realized that others are far worse off than they are and that it's very important for the community to help those who are out of work or having trouble."

LETTERS



WHAT'S MORE IMPORTANT, FORESTRY OR SPORTS?

On page one of the March 15 issue of *The Bulletin* we are told that the termination of the undergraduate forestry program will save the University "at least \$500,000" (Forestry Program Falls to Budget Axe). On page seven we learn that football will cost \$240,000 a year and are further informed that the Department of Athletics & Recreation "may spend as much as a half a million dollars more on male teams and sports [than on female teams and sports]" (Athletics Task Force Tackles Gender Equity).

Is it necessary to point out the absurdity — even the obscenity — of this? Can we possibly escape the conclusion that this once-great institution now considers that instruction about the nature and care of forests is less important than subsidizing organized games?

I shall be told, I suppose, that the two areas are controlled by different budgets, but I cannot accept such an explanation. If we have got ourselves into so rigid a system of financial organization that nothing can be done, then it is time for drastic measures. If our senior administrators cannot come up with ways of remedying this indefensible situation, they should make way for leaders who can.

My dictionary defines a university as "an institution of learning of the highest level." Clearly U of T no longer qualifies. I am ashamed.

WILLIAM KEITH
DEPARTMENT OF ENGLISH

WE MISSED THE TRAIN BUT HE MISSED THE BOAT
In his commentary (New Horizons, March 15), Professor Klein does not comment on the content of my arguments (Life on the Farm, Jan. 11) but concentrates on form, indicating he is "disturbed" by my "vitriolic" commentary and feels my "emotional remarks are not a contribution" to the process of discussion. He also speculates that if I had experiences as severe as his, of having been faced with "people who would, if they could, gas me, not because of anything I did but because of who I was," I would better appreciate the horrors of "racial stereotyping." In fact he suggests that "if some lunatic fringe wanted to gas Hungarian psychologists, Professor Furedy might better understand the problem."

Now that is an *ad hominem* argument but (and I hesitate to point this out to a professor of history) it also happens to be factually inappropriate because I am a Hungarian psychologist of Jewish descent. I referred to this fact in an article in *Society for Academic Freedom & Scholarship Newsletter*, November 1992, and at Academic Board a couple of years ago when I argued that *any* policy that

discriminates on anything other than the basis of merit is discriminatory.

However, given that Professor Klein wants to trade experiences rather than arguments, let me also say that as a four-year-old in the summer of 1944, my mother and I were taken from a village hiding-place by the Arrow Cross to Budapest whence we were scheduled to go to the concentration camps and hence almost certainly to the gas chambers (the selection process dictated that women with young children and babies would be gassed immediately). But because the Germans were losing the war, transportation facilities of even the box-car variety were limited, so we missed that particular train. About half my relatives were not so lucky. In addition to those who went to the gas chambers, many died in the frozen waters of the December Danube (one bullet for three people tied together to save ammunition) and on the Russian front (used as human mine sweepers, kicked to death by Ukrainian villagers, hosed down and left exposed in sub-zero temperatures or simply shot for being in the back or sides of a group of 5,000 people made to march a long distance without food or water — about 50 people finished that particular hike).

I suggest that from trading experiences, we move to trading arguments about the 41-strong Presidential Advisory Committee on Race Relations & Anti-Racism Initiatives (the Purity Platoon), its five sub-committees, its now full-time race relations and anti-racism initiatives officer and its recent report. And let us consider at least PACRRARI's initial budget of \$100,000, the further \$250,000 demanded by the report and the vague, broad and Kafkaesque mandate of the committee to "check on any material in texts or lectures that may be offensive to a member of some minority or disadvantaged group."

Let us all get on the boat and consider these matters instead of indulging in *ad hominem* assertions, which, in any case, happen to be false as well as irrelevant.

JOHN FUREDY
DEPARTMENT OF PSYCHOLOGY

NEAR EASTERN STUDIES IS FAR FROM A BURDEN

I sympathize with Professor Desmond Morton's veiled complaint about the cavalier treatment of Erindale and its excellent undergraduate program (Disquiet on the Western Front, Feb. 22). It's always tough to work hard for an

institution and not be allowed to march in the parade.

But I would like to correct an erroneous impression his article may have created. While Erindale "helps pay for" the entire range of departments and faculties at the University, singling out specific ones suggests that they exist largely through Erindale's generosity. The Department of Near Eastern Studies existed long before Erindale was even a twitch in the womb; in fact it is the second oldest department in North America teaching Semitics, Judaica and North African and Middle Eastern studies. Over the past two decades Near Eastern studies has generated more research money through major international projects than almost any other humanities department at U of T and has long since won a reputation as the best place to study the disciplines in question in the western hemisphere.

It would be pointless and tiresome to enlighten the likes of Professor Morton were it not for the suggestion of criticism and imputation of irrelevance his reference to Near Eastern studies contains. His use of the flippant expression "flavour-of-the-year [administrative addition to Simcoe Hall]" indicates he thinks he can simply pass off Near Eastern studies,

forestry, Simcoe Hall, management, education and continuing studies with hip talk; but he is not honest enough to say what really excites his disfavour: department(s), personnel or the very disciplines themselves. If U of T is to turn into a sort of pay-as-you-go type training school, then one should refrain from using the term "university" and stop talking about excellence in research.

DONALD REDFORD
DEPARTMENT OF NEAR EASTERN STUDIES

GRANT-PAID STAFF DESERVE SAME BENEFITS

On Feb. 26 the University of Toronto and the University of Toronto Staff Association agreed on a salary and benefits package. I am horrified that UTSA would sign an agreement that creates two classes of employees. Should those of the chosen class, budget-paid staff, be laid off, they will have access to the new salary continuance program. It is much more generous than the severance pay offered to those of the rejected class, grant-paid staff, who will receive little more than what labour relations law dictates.

UTSA has taken the position that it is better to save the majority of its members at the cost of sacrificing the minority. The association also believes that employment at the University is more secure for grant-paid staff than for budget-paid staff. This is a ludicrous assumption. Granting agencies are feeling the crunch, too; having grants approved and renewed is becoming quite a feat.

Our current manual of staff policies contains the following restatement of a recommendation concerning grant-supported staff, approved by Governing Council April 29, 1976: "The basic principle behind this practice is that grant-supported staff are employees of the University and shall be given in all respects the same kind of employment terms and conditions as staff supported from departmental or divisional budgets. This principle requires that the department or division head exercise the same overview responsibilities for both categories of staff."

In the case of termination of certain employees: "... appropriate termination arrangement shall be made on the same basis as would be made for University budget staff" (Manual of Staff Policies 4.01.04).

The new agreement seems to be in direct contradiction to the policy. My brothers and sisters in the grant-paid category should enjoy the same benefits as I do. I am saddened that UTSA and the administration would forge such a discriminatory agreement.

HANAN AL-MIJALLI
DEPARTMENT OF MEDICINE

ON THE OTHER HAND

B Y N I C H O L A S P A S H L E Y

If You Love This French Class...



IT'S A PROBLEM THAT JUST WON'T GO away. No, I'm not talking about the bad smells in the Borden Building — we think we've finally got that one cleared up. I'm talking about funding. I touched on the issue last month and your cards and letters suggest you want to hear more.

Don't think I wanted to write about the funding problem. I actually wanted to discuss the story I encountered in Canada's national newspaper about three young men who, in downtown Toronto, attacked a pair of strangers with "a large piece of ice." The story takes a surprise turn when the victims turn out to be Metro police officers, but I was struck by the innate Canadianess of the crime. In the States they'd have been packing heat.

But no. We've got to get a handle on this funding thing. For some years now the entire University has been funded by the small, metered parking lot to the west of the Bookstore (parking one car for the time it takes to read this column pays a department secretary's salary for six weeks). But it's no longer enough. We have to find other sources of revenue.

I'm less downheartened by all this than I was, now that my old friend Allan Arlett has come on board the fundraising ship. This guy's good. I don't know if he's as good as his Queen's counterpart who convinced an alumnus to donate an English castle to the old alma mater, but he's good.

What worries me is that he hasn't been in touch with me. I worry that he's spending too much time with the naysayers, the people who can't wait to tell him, "Oh, we tried that back in 1928. It didn't work then and it won't work now!"

I've been watching a bit of television lately and I've seen some ideas that I think could work for us. How about a short announcement at the beginning of classes? "This Metallurgy 215Y lecture is made possible by a grant from Vinnie's Pizza Grotto. Remember — When the bunch go for lunch, it's nice to eat a slice!" Who could complain about that?

Arlett: Sure do, Joan! But, you know, Professor Gilbert has to be paid.

Foley: That's right, Allan! And that's where you, the students, have to get involved. If you love Professor Gilbert's French class the way Allan and I do, you've got to support it!

Arlett: Or one of these weeks, you'll turn up for class and Professor Gilbert won't be here. It'll be like forestry all over again!

Foley: So won't you pledge now? For a pledge of \$25 we'll send you a Professor Gilbert coffee mug with Professor Gilbert's face on it.

And so on. All right, so maybe nobody's going to want the coffee mug but you get my drift. We need to be creative about the funding problem. Oh, and, by the way, there are still four lines open. We need eight more calls before we get back to French class. Don't leave it to somebody else!

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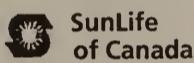
POLICY CHALLENGES IN THE AGE OF AGING

Blossom T. Wigdor, C.M., Ph.D.

*Chairperson of the
National Advisory Council of Aging (NACA)
Founding director of the
Centre for Studies of Aging and its predecessor,
The Programme in Gerontology*

Thursday, April 15, 1993 3:30 P.M.
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**THURSDAY, APRIL 15, 1993
8:00 p.m.**

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371 Bloor Street West (between Huron and Spadina)
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Information meetings (Q & A) for groups of minimum 15 staff can be arranged with Purchasing to have procedures explained on customs imports, brokerage, customs documentation, (Import & Export) preferred courier services and rates, and PST, GST commodity taxation guidelines. For further information, Mr. Nippak, 978-7447.

PURCHASING

Fiscal Blanket Orders

Just a reminder that the reinstatement process on **fiscal blanket orders** will take place at the beginning of May for blanket orders dated "start date" May 1 1992 - (end date) April 30-93. If your department does not wish to renew the existing order, cancel the blanket order *before* May 1-93. If your department requires the blanket order for the new fiscal year under no circumstances cancel it; if required the order can be decreased to an encumbered balance of \$1.00. Departments on-line with Purchasing can process their own cancellations. Departments not on-line with Purchasing should send a memo to the Purchasing Department — 215 Huron Street — 7th floor, to cancel any blanket orders not required for the 1993-1994 fiscal year.

Any inquiries, call 978-2353.

Contract, Rental and Lease Purchase Orders

Just a reminder: if your department's Contract, Rental or Lease purchase order has limited funds encumbered against it, advise the Purchasing Department with a memo, quoting the purchasing order number, vendor name and period to increase the encumbrance (state the amount and Purchasing will add the applicable taxes).

When this procedure is followed the same purchase order number can be applied.

Departments on-line with Purchasing should transmit a "CHANGE MEMO." Departments not on-line with Purchasing should send a memo to the Purchasing Department — 215 Huron Street — 7th Floor.

Any inquiries, call 978-2353.

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Microwave	1	Panasonic ME6670	1986	Best Offer	M. Fukunaga 978-6879
Refrigerator, 5.3 cuFt.	1	Danby D715	1985		
Tables, 36"x60"	2		1986	Best Offers	
Table	1	Grand & Toy	1988	Best Offer	
Personal Computer	3	Corona PC-400	1985	Best Offers	R. Austin 978-2568
Personal Computer	1	Olivetti M24	1986	Best Offer	
Printer, Letter Quality	1	Qume Sprint II	1985		
Printer, Dot Matrix	1	Toshiba P351	1987		
Sound Hood	2	Trigild & Envirocover	1985/87	Best offers	
Typewriter	1	IBM Quietwriter 7	1987	Best Offer	
Computer Terminal	15	Lanpar XT-100; VX220; Vision II		Best Offers	H. Gran 978-4769
Printer	1	Hewlett Packard Laserjet		Best Offer	
Typesetter Equip.	1	Compugraphic Typesetter/Developer		Best Offer	
Printer, Dot Matrix	1	Toshiba 3-In-One	1990	Best Offer	M. Magee 978-2249
Blue Printer Diazojet MKIII	1	Teledyne Rotolite 2K42		Best Offer	P. Hurley 978-0627
Partitions, Wooden Top Frames, 66" H x 48" W; (with 13 shelves light oak, 48" L x 12" D)	21			\$2,750.00/Lot	D. Nayda 978-5076
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Van, 8 Cyl., White	1	GMC Chev. Suburban	1976	Best Offer*	D. Wilson 287-7019

*Sealed offers must be received by April 12/93 at Purchasing Dept., 215 Huron St., Attn.: S. Richards/G. Mammoliti

DEFENCE MECHANISMS

Two drugs hold out hope for those who suffer from alcohol addiction

BY SUZANNE SOTO

ALCOHOL ABUSE KILLS AN ESTIMATED 7,000 Ontarians each year. While drunk driving accounts for much of this loss, alcoholism and its related diseases cause many other deaths. Now, a U of T researcher may have found a way to help alcoholics control their often lethal habit.

Professor Larry Grupp of the Department of Pharmacology and three collaborators have discovered that two drugs used to treat cancer and asthma respectively also raise the body's level of angiotensin, a hormone believed to reduce the desire for alcohol. The drugs are Bestatin, an enzyme inhibitor used in the treatment of leukemia, and Isoproterenol, which expands the lungs' air channels if inhaled during asthma attacks. In a series of recent experiments on rats, both substances have dramatically and consistently diminished alcohol intake.

In the mid-1980s Grupp, also a senior scientist with the Addiction Research Foundation, established that high levels of angiotensin reduced rats' alcohol intake. He had boosted their production of the hormone by eliminating salt from their diet and administering diuretics.

Much like humans with high angiotensin levels, the rats became thirsty. But instead of drinking alcohol, which rats actually prefer, they consumed large amounts of water. Rats with stable angiotensin levels, on the other hand, drank far more alcohol. Grupp conducted extensive research on the manipulation of the renin-angiotensin hormone system and discovered, he says, results that were consistent with his earlier findings — elevated angiotensin levels always led to a diminished desire for alcohol.

In recent experiments the research team gave rats daily injections of Bestatin, a drug that prevents the body from breaking down angiotensin. "It worked beautifully," Grupp says. "The higher the dose of Bestatin, the stronger the effect."

The rats not only cut their drinking in half but drank less two weeks after the shots had stopped.

Isoproterenol, which stimulates angiotensin's production, had the same effect whether the researchers administered it through injection or an inhaler. In both cases it produced a reduction in alcohol intake.

Grupp says he is pleased with the results and excited about the drugs' potential for human use, especially since both substances are also available in pill form. But he adds there is still much work to do before they can be considered effective treatments for alcoholism. The desire to drink, he cautions, cannot be eliminated solely by regulating angiotensin levels. Alcoholism, he emphasizes, is caused by many factors. Other research, for instance, is examining how some neurotransmitters control drinking and whether there is a genetic link to alcohol addiction.

The researchers want to do more animal testing before conducting human trials. Since both drugs are considered safe for humans, obtaining government permission to use them to treat alcoholism may not be difficult. The tough part will likely be finding funds for the trials, which can cost up to \$100,000 each. Most of the team's research to date has been funded by the Addiction Research Foundation.

Grupp hopes that these hurdles will ultimately be cleared because he believes the drugs could make a world of difference to many people. For example, heavy drinkers who desperately want to quit could benefit from having an inhalant full of Isoproterenol nearby in case they suddenly experience strong urges to drink.

"They could simply pull out the inhaler, take a few puffs and reduce their craving for alcohol, get over that hump," he says. "For many people, just having that feeling that they haven't taken a drink in a long period of time is a great source of pride."



CHRIS VAN ES

COMMENTARY

BEWARE THE SHIFT

Students are concerned that the proposal to increase fees is just the tip of the iceberg

BY ALICE PITT AND HELEN SIMSON

THE PROVINCIAL GOVERNMENT'S DECISION LAST FALL TO freeze transfer grant increases has university, hospital and school board administrators struggling to rethink how they manage their budgets. At the University of Toronto, a number of initiatives demonstrate that the challenges of fiscal management in difficult times are experienced as hardships by many sectors of the University community.

Examples include the plan to reorganize and downsize the Faculty of Medicine in 1991, the decision last year to withdraw operating funds from the Department of Athletics & Recreation (DAR) and Hart House and the recent elimination of the undergraduate program in the Faculty of Forestry. The latest proposal — to pass the cost of a number of University services on to students through an ancillary fee — signals an alarming shift in principle at Simcoe Hall.

Services that the administration now claims are not supported by government grants or covered by student fees include the Office of Student Affairs, the International Student Centre, First Nations House, the Counselling & Learning Skills Service, the Career Centre and child care services. To cover the cost of those services students may be asked to pay an additional \$200 a year. New possibilities for generating revenues are overshadowing what the University historically assumed to be its responsibility: ensuring that students are provided with the types of support that will contribute to and enhance retention and graduation. For reasons of fiscal expediency the administration is defining a new relationship between students and

the University.

Students are not the only ones being asked to make sacrifices. Members of the Canadian Union of Educational Workers and the U of T Staff Association have signed contracts which contain substantial concessions. Last year senior administrators accepted a wage freeze. The faculty association, meanwhile, is challenging the administration's characterization of our "fiscal crisis," claiming that with an endowment fund of over \$120

in the administration of research services, cost recovery programs, the college system, the satellite campuses and vice-presidential offices. Attention should be paid to ways of restructuring the system of decentralized departmental administrations and the multilayered bureaucratic structure that supports it. Finally, the University should seek ways of cooperating with other post-secondary institutions both in terms of program development and the sharing of resources and facilities.

Still the administration appears to be moving in the direction of user fees. Students are naturally apprehensive that DAR, Hart House and the proposed ancillary fee are only the tip of the iceberg, that Simcoe Hall is a Titanic afloat on a sea of desperation. What is lacking here is an analysis of the services offered to students in relation to what they actually need.

Few people would disagree that in times of fiscal crisis, controlling costs and increasing revenues is an effective response. However, fiscal recovery may not be the only long-term effect of the current budgetary proposals. Other possible effects must be part of the discussion. What

students find most alarming in all of the initiatives to manage U of T's "fiscal crisis" is the lack of evidence of a comprehensive plan for taking the University into the future in a form that is desirable, or at least acceptable, to a majority of current and future members of the University.

Alice Pitt is president and Helen Simson, executive assistant, of the Graduate Students' Union.



million, the University does not have to dip into the pockets of its faculty.

There are significant differences of opinion about how the University's fiscal situation should be interpreted and represented. The administration claims that an anticipated \$16 million shortfall in transfer grant funds can only be recovered through budget cuts and the proposed ancillary fee. But there may be alternatives. Perhaps money could be managed better

EVENTS



LECTURES

Theorizing Postmodernism: A Sociological Perspective on Space, Restructuring & Culture.

MONDAY, MARCH 29

Prof. Mark Gottlieb, University of California at Riverside. Room 409, 455 Spadina Ave. 2 to 4 p.m. *Urban & Community Studies*

Building Highly Available Systems.

TUESDAY, MARCH 30

Jim Gray, DEC San Francisco Systems Centre; Computer Science: Its Theory, Practice, Applications and Implications series. 1105 Sandford Fleming Building, 11 a.m. *Computer Science and ITRC*

Peacekeeping: Personal Experiences from Cyprus to Sarajevo.

WEDNESDAY, MARCH 31

Major-General Lewis MacKenzie; Watts lecture. Meeting Place, Scarborough College. 7:30 p.m.

Applied Computing for Non-Specialists: The Computer Studies Program at Trent University.

WEDNESDAY, MARCH 31

Prof. Morgan Tamplin, Trent University. Centre for Computing in the Humanities, 14th floor, Robarts Library. 8:30 p.m. *CCH*

Plato's Conception of the Mathematical.

FRIDAY, APRIL 2

Prof. Leonardo Tarán, Columbia University; inauguration of the collaborative program in ancient and medieval philosophy. Common Room, Pontifical Institute for Mediaeval Studies. 4 p.m. *SGS, Philosophy, Medieval Studies and Classics*

Kierkegaard, Romanticism and Postmodernism: Points of View.

FRIDAY, APRIL 2

Prof. Lorraine Clark, Trent University. Rhodes Room, Trinity College. 7:30 p.m. *Kierkegaard Circle*

Consciousness Raising through Critical Pedagogy in Graduate Courses.

MONDAY, APRIL 5

Prof. Diane Gérin-Lajoie, Ontario Institute for Studies in Education; Popular Feminism lecture and discussion series. Boardroom, 12th floor, Ontario Institute for Studies in Education. 8 p.m. *Women's Studies in Education, OISE*

Applying the Power of Graphical Interfaces to Software Design and Development.

TUESDAY, APRIL 6

Philip Cox, Technical University of Nova Scotia; Computer Science: Its Theory, Practice, Applications and Implications series. 1105 Sandford Fleming Building, 11 a.m. *Computer Science and ITRC*

Mitigation, Restoration and Interpretation: British Military Archaeology at Fort York (1783-1934).

WEDNESDAY, APRIL 7

Catherine Webb, Toronto Historical Board, Fort York. Lecture room, McLaughlin Planetarium. 5:15 p.m. *Archaeological Institute of America, Toronto Society*

Asian Worlds: Reformers, Missionaries, Journalists and the Translation of Cultural Values in Early Modern Korea.

THURSDAY, APRIL 8

Prof. Theresa Hyun, Kyung Hee University, Seoul; visiting scholar, Northrop Frye Centre. 006 Northrop Frye Hall. 4 to 5:30 p.m.

Intellectual and Economic Relations between Mexico and Canada.

MONDAY, APRIL 12

Prof. Mario Ojeda Gómez, Colegio de México. West Hall, University College. 4 p.m. *International Studies and Spanish & Portuguese*

COLLOQUIA

Philosophy and Information Technology: Why History Matters.

WEDNESDAY, MARCH 31

Prof. Finn Olesen, Aarhus University. 304 Victoria College. 4:10 p.m. *IHPST*

Curious Effects of Atomic Coherence.

THURSDAY, APRIL 1

Prof. Lorenzo M. Narducci, Drexel University, Philadelphia. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

New Tricks from an Old Dog: Stable and Persistent Bisketenes.

FRIDAY, APRIL 2

Prof. Tom Tidwell, Department of Chemistry. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*



SEMINARS

Innovations on the Front Line: Pursuing Social Equity in Toronto Parks and Recreation.

MONDAY, MARCH 29

Herb Pirk, commissioner of parks and recreation, City of Toronto. 330 Clara Benson Building. 3:30 to 5:30 p.m. *Physical & Health Education*

Preventive Engineering as a Strategy for Reducing Environmental Impacts.

WEDNESDAY, MARCH 31

Prof. Willem Vandenberg, Centre for Technology & Social Development. 211 Haultain Building. 12:30 p.m. *IES and Institute of Environmental Health*

The Next Generation of Japanese Manufacturing Capability.

WEDNESDAY, MARCH 31

Andrew Young, Northern Telecom. 242 Wallberg Building. 3 p.m. *Industrial Engineering*

Hazards with Risk Assessment.

WEDNESDAY, MARCH 31

Pavel Muller, Ministry of the Environment. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

Early Diagnosis of Alzheimer's Disease.

THURSDAY, APRIL 1

Mary Tierney, Sunnybrook Health Science Centre. 412 Rosebrugh Building. 1 p.m. *IBME*

The Impact of Operation Vistula on the Lemkos of Poland.

THURSDAY, APRIL 1

Susyn Y. Mihalasky, Chair of Ukrainian Studies. Boardroom, Multicultural History Society, 43 Queen's Park Cres. E. 4 to 6 p.m. *Ukrainian Studies*

Qualitative Modelling.

FRIDAY, APRIL 2

Prof. Michio Sugeno, Tokyo Institute of Technology. 219 Wallberg Building. 11 a.m. *Industrial Engineering*

Syllogistic Reasoning.

MONDAY, APRIL 5

Hiroshi Narasaki, KOBE Steel Ltd., Japan. 119 Galbraith Building. 2 p.m. *Industrial Engineering*

Networks of Gene Regulation in Lymphocytes and Leukemias: Results from Physical and Functional Maps of Human Chromosomes.

MONDAY, APRIL 5

Glen Evans, Salk Institute. 4279 Medical Sciences Building. 4 p.m. *Molecular & Medical Genetics*

Current Activities in the Field of Food Consumption Surveys.

TUESDAY, APRIL 6

Neville Thompson and Danielle Brulet, Health & Welfare Canada. 235 FitzGerald Building. 11 a.m. *Nutritional Sciences*

Aid to Urban Development: Who Gets What, How Much and Why?

TUESDAY, APRIL 6

David Satterthwaite, International Institute of Environment & Development, London. 203 Haultain Building. 12:10 to 2 p.m. *Urban & Community Studies*

The Cloning and Characterization of unc-73: A Gene Involved in the Development of the Nervous System in *C. elegans*.

MONDAY, APRIL 6

Robert Steven, Department of Molecular & Medical Genetics.

Transcriptional Regulation in Trophoblast Cells.

Teresa Calzonetti, Department of Molecular & Medical Genetics. 4279 Medical Sciences Building. 2 p.m. *Molecular & Medical Genetics*

Hepoxilins Modulate Intracellular Calcium Levels in the Human Neutrophil.

WEDNESDAY, APRIL 7

Prof. Cecil R. Pace-Asciak, Departments of Pharmacology and Paediatrics. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

Elongation Pausing and Termination of Transcription: A General Model from *E. coli*.

MONDAY, APRIL 12

Dr. Thomas Yager, Hospital for Sick Children. 4279 Medical Sciences Building. 4 p.m. *Molecular & Medical Genetics*

MEETINGS & CONFERENCES

Business Board.

MONDAY, MARCH 29

Council Chamber, Simcoe Hall. 5 p.m.

Committee on Academic Policy & Programs.

WEDNESDAY, MARCH 31

Council Chamber, Simcoe Hall. 4 p.m.

Annual Research Meeting of the Department of Ophthalmology.

FRIDAY, APRIL 2

Presentations by residents, fellows and faculty; McCulloch lecture by Prof. Helene Boisjoly, University of Laval, entitled Corneal Transplantation — Current Research Overview. Auditorium, Koffler Institute for Pharmacy Management. 8 a.m. to 5 p.m. Information: Rajni Lala, 978-2635. *Ophthalmology*



FILMS

Innis Spring Film Program.

THURSDAY, APRIL 1

Stravinsky. Innis College Town Hall. 7 p.m. Tickets \$4.

SATURDAY, APRIL 3

Zukofsky's A-9 and A-24. The Gallery School, Art Gallery of Ontario. 8 p.m. Tickets \$8, free to New Music Concerts, Innis Film Society and AGO members.



MUSIC

VICTORIA COLLEGE University Chorus.

MONDAY, MARCH 29

James Pinhorn, conductor. Victoria College Chapel. 8 p.m. Tickets \$8, students and seniors \$5.

University Women's Chorus.

MONDAY, APRIL 5

Ann Cooper Gay, conductor. Victoria College Chapel. 8 p.m. Tickets \$8, students and seniors \$5.

FACULTY OF MUSIC EDWARD JOHNSON BUILDING Opera Tea.

TUESDAY, MARCH 30

Opera Division presents an afternoon of opera and tea. MacMillan Theatre, 2 to 4 p.m. Tickets \$15.

Contemporary Music Ensemble.

WEDNESDAY, MARCH 31

Gary Kulesha, director. Walter Hall. 8 p.m. Tickets \$5.

Thursday Noon Series.

THURSDAY, APRIL 1

U of T Jazz Ensembles; Paul Read, director; Phil Nimmons, director emeritus. 12:10 p.m.

THURSDAY, APRIL 8

Performance by student chamber ensembles. Walter Hall. 12:10 p.m.

Faculty Artists Series.

FRIDAY, APRIL 2

Featuring recent graduates of the Faculty of Music. Walter Hall. 8 p.m. Tickets \$15, students and seniors \$10.

U of T Symphony Orchestra.

SATURDAY, APRIL 3

Pierre Hétu, conductor. MacMillan Theatre. 8 p.m. Tickets \$10, students and seniors \$5.

Tuesday Noon Series.

TUESDAY, APRIL 6

Performance of student compositions. Walter Hall. 12:10 p.m.

World Music Ensembles.

WEDNESDAY, APRIL 7

Jim Kippen, director. Walter Hall. 8 p.m. Tickets \$5.

Guitar Orchestra.

THURSDAY, APRIL 8

Eli Kassner, director. Walter Hall. 8 p.m. Tickets \$5.

TRINITY COLLEGE Choral Evensong.

WEDNESDAYS, MARCH 31

AND APRIL 7

Trinity College Chapel Choir; Robert Bell, director. Trinity College Chapel. 5:30 p.m.

Maundy Thursday Rite.

THURSDAY, APRIL 8

Trinity College Chapel Choir; Robert Bell, director. Trinity College Chapel. 5:10 p.m.

Good Friday Rite.

FRIDAY, APRIL 9

Trinity College Chapel Choir; Robert Bell, director. Trinity College Chapel. 9:30 a.m.

The Great Vigil of Easter.

SATURDAY, APRIL 10

Trinity College Chapel Choir; Robert Bell, director. Trinity College Chapel. 10:30 p.m.

GLEN MORRIS STUDIO THEATRE Arbor Oak Trio

THURSDAY, APRIL 1 TO SATURDAY, APRIL 3

Presents baroque opera *Love in a Village* by Thomas Arne; directed by Elaine Biagi Turner. 4 Glen Morris St. 8 p.m. Tickets \$15, students and seniors \$10.

SCARBOROUGH COLLEGE Sunday Serenade.

SUNDAY, APRIL 4

EVENTS

SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE Centre Works: Landscape Dialogue & Electronic Media. TO APRIL 14

An installation of electronic media for the design of landscapes. The Gallery, 230 College St. Hours: Monday to Friday, 9 a.m. to 5 p.m.

VICTORIA UNIVERSITY Special Collections and Scholarship. TO APRIL 16

Books and manuscripts from several special collections. E.J. Pratt Library. Hours: Monday to Friday, 8:45 a.m. to 10 p.m.; Saturday, noon to 10 p.m.; Sunday, 1 to 10 p.m.

CENTRE FOR STUDIES OF AGING Historia de los Grandes Hombres y los Cabellos de Plata. TO APRIL 30

The Story of the Grand and Silver-Haired People; photographic works of Trasi Jang. Room 305, 455 Spadina Ave. Hours: Monday to Friday, 9 a.m. to 5 p.m.

THOMAS FISHER RARE BOOK LIBRARY J.B. Tyrrell: Explorer and Adventurer; The Geological Survey Years, 1881-1898. APRIL 5 TO JULY 30

Original maps, photographs, notebooks and letters as well as printed material documenting Tyrrell's expeditions for the Geological Survey of Canada. Hours: Monday to Friday, 9 a.m. to 4:45 p.m.



MISCELLANY

Erindale Alumni "Power Breakfast." WEDNESDAY, MARCH 31

Speaker: William Blundell, member of Governing Council, on Empowerment of the People. Novotel Hotel, Burnhamthorpe Rd. and Hurontario St., Mississauga. 7:30 to 9 a.m. Tickets \$17. Information: 828-5454.

20th Anniversary Celebration of Women Members at Hart House. THURSDAY, APRIL 1

An evening with Jean Augustine, Ursula Franklin, Abby Hoffman, Michelle Landsberg, Bonnie Stern, Rose Wolfe. Hart House. 8 p.m. Tickets \$15 at the porter's desk and Hart House Theatre.

Spring Record Sale: Special Pre-Sale. MONDAY, APRIL 12

Recordings include classical, jazz and pop music; main sale begins April 14. Music Library, Edward Johnson Building. 4:30 to 7 p.m. Admission \$5.

DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of April 12, for events taking place April 12 to 26: MONDAY, MARCH 29.

Issue of April 26, for events taking place April 26 to May 10: MONDAY, APRIL 12.

BOOKS



The following are books by U of T staff. Where there is multiple authorship or editorship, staff are indicated by an asterisk.

Catching up

The Culture and Power of Knowledge: Inquiries into Contemporary Societies, edited by Nico Stehr and Richard V. Ericson* (Walter de Gruyter; 397 pages; \$69.95 US). Scientific and technical knowledge are remaking our basic institutions, for example, the economy, work, education, physical reproduction, culture and the political system. The essays in this volume examine the promises and risks associated with the knowledge society.

Social Processes and Mental Abilities in Non-Human Primates: Evidences from Longitudinal Studies, edited by Frances D. Burton

(Mellen Press; 282 pages; \$79 cloth, \$42 paper). Cognition and social process has become a major focus of primate studies. This collection examines the nature of social life in a variety of monkeys and apes and presents evidence in contrast to the current view of how non-human primate societies work.

Correspondance de Madame de Graffigny, edited by N.R. Johnson, with collaborators P. Bouillaguet*, J.A. Dainard*, M.-P. Ducretet*, E. Showalter and D.W. Smith*, et al (Voltaire Foundation; 498 pages; £60). This is the third of 14 volumes (volume 1, 1985; volume 2, 1989) of an edition of letters written by an impoverished widow of the minor aristocracy who left her native Lorraine to seek her fortune in Paris. From 1738 until her death in 1758,

she wrote daily to a young friend back home, chronicling her personal drama and giving a woman's view of mid-18th-Century France.

Name, Hero, Icon: Semiotics of Nationalism through Heroic Biography, by Anna Makolkin (Mouton de Gruyter; 264 pages; DM 148). This work deals with the concept of heroism and collective popular symbolism. Demonstrating the evolution of the name-symbol into a name-national icon, it focuses on the inter-relationship between nationalism and symbolism and the creation of a communal popular metaphor, icon or sign.

Semiotics of Misogyny through the Humor of Chekhov and Maugham, by Anna Makolkin (Mellen Press; 260 pages; \$69.95). The fictional

worlds of Chekhov and Maugham as symbolic responses to the changing culture are examined. The purpose is to disclose the regrettably simplistic interpretation of the Other and the potential for violence that the seemingly innocent fictional signs carry.

Privatization of Correctional Services: A Select Bibliography, by Janet B.L. Chan and Catherine J. Matthews* (Centre of Criminology; 28 pages; \$3). Privatization of corrections takes on different forms in different jurisdictions and is likely to lead to different outcomes. To produce this bibliography many aspects of this topic have been pursued through sources published in Australia, Canada, the United States and the United Kingdom. It covers scholarly and analytical secondary sources published since 1980.

The University of Toronto's Waste Reduction Policy (developed in June 1990) is undergoing a mandated review with the intention of broadening its scope and turning it into an Environmental Policy. The Campus Waste Reduction Review Group is now soliciting advice and comment from all members of the University community on what terms should be included.

Please send your comments to: Office of Waste Management, 6th floor, 215 Huron Street by April 16, 1993.

DRAFT ENVIRONMENTAL POLICY FOR DISCUSSION PURPOSES ONLY

March 1993

The University of Toronto is committed to being a positive and creative force in the protection and enhancement of the local and global environment, through its teaching, research and administrative operations. Recognizing that some of its activities, because of their scale and scope, have undesirable effects on the environment, the University as an institution, and all members of the University community, have a responsibility to society to act in ways consistent with the following principles and objectives.

FUNDAMENTAL PRINCIPLES

- MINIMIZATION OF ADVERSE IMPACTS ON THE ENVIRONMENT
- CONSERVATION AND WISE USE OF NATURAL RESOURCES
- RESPECT FOR BIODIVERSITY AND NATURAL SPACES

SPECIFIC OBJECTIVES

Following from these fundamental principles, the University will take all reasonable steps to meet the following objectives:

- minimize energy use through efficient management and practice
- minimize water use through efficient management and practice
- minimize waste generation, through reduction, reuse and recycling
- minimize polluting effluent and emissions into air, land and water
- minimize noise and odour pollution
- eliminate non-essential use of chemicals, including pesticides, herbicides and cleaning agents
- eliminate destructive use of rare and endangered species
- protect, enhance and restore the built and unbuilt environments on University lands; planning and landscaping decisions to reflect such issues as scale, siting, biodiversity and environmental impact
- exceed where possible environmental standards, regulations and guidelines

IMPLEMENTATION

To implement this policy, the University will:

- review, revise and develop University policies and procedures to ensure consistency with this policy
- carry out environmental audits
- undertake education and training programs related to this policy
- set up an environmental advisory board to advise on implementation of policy
- ensure contractors and users of University facilities abide by this policy
- continuously seek out new sources of funding

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Status of Women Officer

(\$53,098 - \$66,373 - \$79,648)

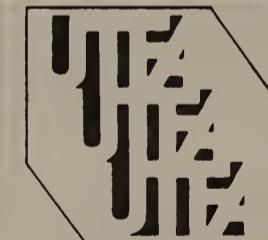
An exciting and challenging opportunity exists at the University of Toronto for a Status of Women Officer. This is a term position for a period of three to five years with the possibility of re-appointment. The Committee encourages applications from both Administrative and Academic staff.

Reporting to the President, you will advise and recommend on matters of policy and on problems concerning women's issues for students, staff and faculty, encourage research into the status of women and organize and sponsor activities relating to women at the University.

Qualified candidates will possess 5 years of experience in a university setting with a demonstrated understanding of the purposes and governance of the University of Toronto. A university degree or equivalent is required. Highly developed communication, interpersonal relation, organizational and programme development skills are required in addition to commitment and sensitivity to matters relating to employment and educational opportunity and equity. Knowledge of related legislation is necessary.

For confidential consideration please submit your resume by **March 31, 1993** to:
Status of Women Search Committee c/o Penny Hay-Roe/Lynda Collins,
Human Resources Department, 215 Huron Street, 8th Floor, Toronto, Ontario M5S 1A1.

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.



Annual General Meeting

The annual meeting of the
University of Toronto Faculty Association
will be held on
Thursday, April 15, 1993, from 4:00 to 6:00 p.m.
in Room 1050
of the Earth Sciences Building
at 5 Bancroft Avenue

CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to **University of Toronto** must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to **Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1.** Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope.

ACCOMMODATION RENTALS AVAILABLE — METRO & AREA —

U of T, TGH, HSC, 5-minute walk. Two-bedroom rebuilt Victorian apartment, carpeted, great kitchen with dishwasher, fireplace, balcony, parking available, coin laundry facilities. Family neighbourhood. Corner Henry and Cecil Streets. Call 595-0026 or 599-8554.

St. Clair/Bathurst. 3-bedroom, 1½-bath, detached house. Furnished, newly renovated; dishwasher, laundry, garden, deck, rear garage, minutes to subway. No smokers. No pets. Available approximately four months beginning early September. Asking \$1,195 monthly plus utilities. References please. 651-2695.

Sabbatical rental, Rosedale (downtown): June or July 1993 through summer 1994. Furnished 3-storey house, 5 bedrooms, 2½ baths, den, fireplaces, eat-in kitchen, sun-porch, deck, patioed garden, all appliances, garage. Quiet crescent, near bus, shops, park. \$2,600+/month. 960-4964.

Sabbatical rental, furnished 4-bedroom North Toronto house (Yonge/Lawrence) close to subway, schools (including French immersion), shopping. Convenient to Glendon College, York University, U of T. Available August 1, 1993 to July 31, 1994 (negotiable). \$1,700 monthly plus utilities. Call 482-1326.

Major Street. Charming Edwardian renovated townhouse, 2/3 bedrooms, fully furnished, sun-porch, garden, suit sabbatical couple or small family, available 1993/94, dates negotiable. Rent \$1,550 per month, plus utilities. Call UK 031-225-7224, or write Dr. David Stafford, 6 Lansdowne Crescent, Edinburgh EH12 5EQ, Scotland.

Beaches (Queen/Woodbine): large, furnished, fully renovated 5-bedroom executive home on quiet, tree-lined street, 4 bathrooms, 2-car parking, all appliances, central air conditioning, finished rec room. June 1993 — May/Sept. 1994 negotiable. 690-6657, 585-6830.

Avenue Rd. & Davenport. Renovated, bright, upper duplex, south balcony overlooking Ramsden Park. 2 bedrooms, study, dining-room, laundry, storage. Near tennis courts, TTC. Non-smokers. \$1,725 inclusive. Available May 1. 922-1610 after 6 p.m.

Beautifully furnished 2-bedroom, 2-bathroom upper in elegant duplex. Private sun-deck, Jacuzzi, parking and laundry facilities included. Mid-town, walk 20 minutes to U of T. Available September. \$2,200 per month. 534-6747.

Sabbatical rental: Huron & Bernard. (From August 15, one year.) Duplex, top two floors. Recently renovated, three-bedroom, fully furnished, central air, two baths, two decks, all appliances. Ten-minute walk to U of T. \$1,600 monthly plus utilities. 924-6057.

Bathurst/Dupont. Bright 1-bedroom, study, unfurnished apartment, carpeted, private, 2nd floor of house. May 1. Non-smokers preferred. \$872 including utilities, 1 year or more, December 1 increase. Street parking, family neighbourhood, close to campus. 534-2550.

Bay/Bloor Polo II. Attractive 1-bedroom furnished apartment in security building. 6

appliances, Jacuzzi, TV, recreation facilities. Short walk to U of T and downtown hospitals. Available July 1. 425-7093.

Downtown Toronto, Queen/Shaw, fully furnished 3-bedroom apartment on 2 floors in quiet house. Bright, comfortable; laundry, garden, deck, parking. Walk to downtown, University and major hospitals. July 1, minimum 6-12 months. \$1,000 inclusive. 362-4513.

Rosedale: unfurnished five-year-old townhouse for 2-3 year lease in superb central district near Rosedale bus. All appliances, 1½ baths, fireplace, carpeting, curtains, front pad parking. We are looking for careful, non-smoking tenants. Available June 1. Please contact our real estate agent, J. Sommers, at 487-4343.

Bloor/Spadina, small one-bedroom, central, 10 minutes walk to U of T, renovated, 2nd floor, quiet, private entrance, high ceilings, 450 sq. ft. Suit graduate or professor, non-smoker, references. \$660 inclusive. Leave message, 923-9696.

Reduced rent in exchange for services — caretaking. Large bachelor apartment in private home near Rosedale subway station. We want someone who will be here when we are not. References necessary. 964-1456.

Sabbatical rental. Cabbagetown, near TTC. Looking for someone to care for our home — 3-bedroom, renovated, Victorian house, fully furnished with all amenities, incl. off-street parking. Ideally available October through March but dates are flexible. \$1,600 per month, excluding utilities but including twice-monthly maid service. 921-0711 (evenings).

Annex furnished Victorian, 5 bedrooms, study, living-room, dining-room, 5 appliances, 1½ bathrooms, tranquil garden, parking, starting August 1993. \$2,000/month. Marc or Ruth, 920-7980 after 6 p.m.

Elegant Annex studio apartment. Victorian house. Available May 1. Sublet for summer or rent longer. \$779 per month. 966-9322.

Available immediately. Furnished, 2-bedroom, 2-bath apartment. Private, bright. Linens, dishes, cable & utilities included. Quiet pets welcome. Steps to St. George campus. Term 5 months to 2 years. \$1,200. 961-9391.

Summer rental. Attractive, 1st-floor, 2-bedroom, furnished apartment (deck, backyard). Sublet from June to September (flexible). Minutes walk to High Park, subway. Quiet area. Laundry, shared parking, garden potential. \$900/month inclusive. Marg/Scott, 604-4284.

House for rent: located at Bathurst and Dupont, available May and June, furnished, lovely yard, parking, 4 bedrooms and study, walk to U of T. \$1,200/month. 978-8100, 538-7509.

Bloor/Bathurst. Beautiful furnished/equipped 3-storey house. Kitchen, dining-room, living-room, den, plus 4 rooms, 3 bathrooms; garden, garage. No smokers/pets. Short walk to subway, U of T. \$1,600/month plus utilities. September 1, 1993 to April 30, 1994 (some flexibility). 533-7214.

July 1 to October 15. Danforth/Broadview, subway, 1-bedroom apartment. Non-smoker.

Furnished, balcony, great view. Sauna, swimming pool. \$850 inclusive. Parking available extra. Call 465-9631.

Annex, Brunswick Ave. Furnished, could be unfurnished, 2 bedrooms, 2 bathrooms, separate dining-room, sun-room, finished room in basement, washer, dryer, patio, garden, parking, \$1,450. Also: furnished 1-bedroom, washer, dryer, deck, parking, \$1,000. 928-5956.

At Yonge/St. Clair. Bright, spacious apartment, two-bedroom plus den, in quiet secure building. Broadloom throughout, master features en suite bathroom, balcony and walk-in closet. Indoor parking. \$1,310/month. Call 921-4488.

Sabbatical rental: Palmerston Blvd. July 1993 — June 1994. Walk to University. Duplex, top two floors. Spacious, renovated, furnished. 3 bedrooms, 2 bathrooms. Parking, garden, deck. Skylights, Jacuzzi, fireplace, laundry, security. \$1,800 + utilities. References required. 925-7693.

August, 1 year (negotiable). Furnished house, pine rero, 2 bedrooms, office, 2 bathrooms, fireplace, 2 cats, laundry, garden, ceiling fans, deck. 20-minute walk U of T. County living in the city. \$1,000 monthly + utilities. 535-4689.

ACCOMMODATION RENTALS REQUIRED

Academic couple from UK on sabbatical require 2/3 bedroom furnished apartment or house August 1 to December 31, 1993. Must be near TTC, preferably central/north Toronto area. Non-smokers, no children. Contact: Lamont, Department of Cultural Studies, University of Central Lancashire, Preston PR1 2HE, UK. Fax: 011-44-772-892908 or c/o Clark, Microbiology, University of Toronto, tel. 978-6075.

Wanted: 3+bedroom duplex, condo or home to rent, 12 months starting August 1993 (date negotiable). Pastor (ThD sabbatical studies), wife (teacher), 3 school-age children, quiet, non-smokers, no pets. Cameron Harder; (403) 672-2137; 3308-61A St., Camrose, AB T4V 3M2.

Single female professional, 41, will house-sit from April or May onwards for indefinite period. Excellent references. Phone 539-8076.

ACCOMMODATION SHARED

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ROD BEATTIE

in "Letter from
Wingfield Farm"



Saturday, April 3, 1993
UTS/FEUT Auditorium
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Ticket Reservations - \$45
978-3919

6:30 p.m. Reception,
Silent Auction
8 p.m. Curtain Time

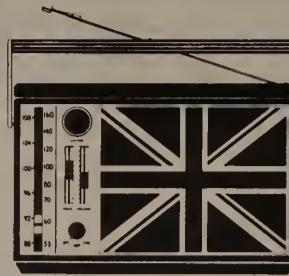
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Computer Laboratory, University of Cambridge

"Computers and Communications"

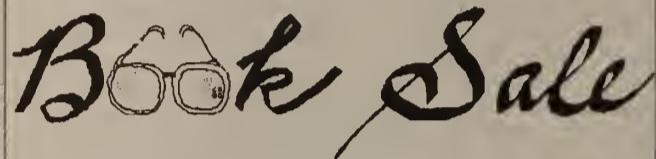
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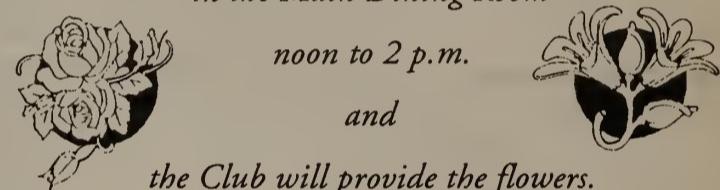


The Faculty Club
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Secretary's Week

is Monday, April 19th to Friday, April 23rd.

Bring your Secretary to lunch
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noon to 2 p.m.
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Each Secretary will receive a complimentary flower.

Department of Astronomy
Faculty of Arts and Science
University of Toronto



A Memorial Tribute to Helen Sawyer Hogg

Wednesday, March 31, 1993, 4:00 pm

Debates Room, Hart House
7 Hart House Circle

All Members of the University Welcome

Tributes by

Professor Tom Bolton
Department of Astronomy

Mr. Peter Broughton
President, Royal Astronomical Society of Canada

Dean Marsha Chandler
Faculty of Arts and Science

Dr. Christine Clement
Department of Astronomy

Miss Sara Seager
Past-President, Youth Science Academy

The Helen Sawyer Hogg Distinguished Visitorship will be established in her memory.
For more information contact the Department of Astronomy at 978-3150.

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farm

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UNIVERSITY OF TORONTO BULLETIN — 14 — MONDAY, MARCH 29, 1993

RESEARCH NOTICES

For further information and application forms for the following agencies, please contact ORS at 978-2163.

HUMANITIES & SOCIAL SCIENCES

EXTERNAL AFFAIRS & INTERNATIONAL TRADE CANADA

The purpose of the cooperative security competition program is to provide funding for projects such as research, conferences and seminars that will advance understanding, knowledge and public discussion of cooperative approaches to political, cultural, religious, economic, scientific, environmental, military security, arms control and disarmament, social, humanitarian and demographic issues of security. Deadline is April 30.

MEDICINE & LIFE SCIENCES

MEDICAL RESEARCH COUNCIL

MRC has informed ORS that the individual results of the September, November and December 1992 grants and awards competitions will be sent directly to investigators after the Easter period. The results of the October 1992 competitions will be announced at the end of June.

ONTARIO MINISTRY OF HEALTH
ORS has been advised that the OMH health care systems research program competition deadline of May 1 has not yet been confirmed. Investigators intending to apply to this competition should contact ORS after mid-April for additional information.

PHYSICAL SCIENCES & ENGINEERING

NATIONAL RESEARCH COUNCIL

Under the training program for women in science and engineering NRC will provide financial assistance and career-related training to carefully selected Canadian women at the undergraduate level. The training and financial support for the participants will be for the second, third and fourth years of their undergraduate studies with financial support at \$10,000, \$12,000 and \$15,000 per year respectively. Further information and application forms are available from Admissions & Awards, 315 Bloor St. W., 978-7966.

Research associateships are intended to give promising scientists and engineers an opportunity to work on challenging research problems in fields of interest to NRC as a stage in the development of their research careers.

UPCOMING DEADLINES

Association for the Advancement of Automotive Medicine — David R. Foust memorial fund: April 1.

Atkinson Charitable Foundation — research grants (internal deadline): April 1.

Baxter Corporation — renal therapy division research grants: April 9.

J.P. Bickell Foundation — research grants (internal deadline): April 15.

Canadian Genome Analysis & Technology Program — research grants (letter of intent), major equipment, career development, travel grants, workshops/conferences/symposia:

April 1.

Cancer Research Foundation of America — research grants, fellowships: April 1.

Cancer Research Institute (US) — fellowships: April 1.

Wendy Will Case Cancer Research Fund — research grants: April 1.

J. H. Cummings Foundation Inc. — research support (internal deadline): April 15.

Dairy Bureau of Canada — full application (invited): April 1.

Easter Seal Research Institute — research fellowships, project grants, research training grants: April 15.

Forestry Canada — NODA northern forestry program proposals: April 5.

Hannah Institute — publication program: April 1.

Louis & Artur Lucian Award — nominations: April 1.

MRC — studentships (renewal), fellowships (new and renewal); MRC/HWC AIDS post-doctoral fellowships, MRC groups (new and renewal preliminary proposals); program grants (new and renewal preliminary proposals); development program (phase 2): April 1.

Miles/Canadian Red Cross Society — research grants: April 15.

Multiculturalism & Citizenship Canada — Canadian ethnic studies program: April 30.

National Cancer Institute of Canada — Terry Fox research program project grants (letter of intent): April 1; development grants (full application): April 15.

National Institute of Chiropractic Research (US) — research grants: May 1.

National Neurofibromatosis Foundation Inc. (US) — research grants, young investigator awards: April 1.

NATO — collaborative research grants, international scientific exchange program: March 31.

NSERC — science publications grants; all strategic grants: April 15.

Parkinson Foundation of Canada — fellowships, research grants: April 1.

Roche Institute/Scottish Rite Charitable Foundation of Canada — major research grants, graduate students research grants, research grants: April 30.

Secretary of State (Canadian Studies & Special Projects Directorate) — Canadian studies learning materials development: April 1.

SSHRC — strengthening of specialized research collections; aid to occasional scholarly conferences in Canada; travel grants for international representation: April 1; strategic partnership development grants: April 15.

U of T, Humanities & Social Sciences Committee — grants-in-aid: April 1.

Wildlife Toxicology Fund — research grants: April 15.

PHD ORALS

Graduate faculty please call the PhD examinations office at 978-5258 for information regarding time and location for these listings.

FRIDAY, APRIL 2

Betty Jane Kershner,
Department of Education, "An Examination of the Centrality of Maternal Sensitive Behaviour:

Sensitivity versus Internal Representations and Perceptions of Infant Emotion as Predictors of Child Empathy."

Prof. O. Weininger.

Pierpaolo Peter Li Preti,
Department of Education,
"A Longitudinal Study of Italian Canadian Preschool Children and Their Families in Toronto."

Prof. P.E.J. Gamlin.

Lloyd William Robertson,
Department of Political Science,
"The Political Philosophizing Character of Aristotle's Nicomachean Ethics."

Prof. T.L. Pangle.

Maureen Diane Stephen, Centre for Industrial Relations, "Collective Bargaining Outcomes and the Performance of the Firm." Prof. A. Verma.

Luanne Marie West, Department of Education, "Poetic Formation: The Curator and the Open, Artistic Work."

Prof. R.J. Silvers.

THURSDAY, APRIL 8

Raymond A. Dragan,
Department of East Asian Studies, "The Dragon in Early Imperial China."

Prof. J.C. Ching.

MONDAY, APRIL 12

Paul Endo, Department of English, "Shelley, Stevens and the Non-Idealist Sublime."

Prof. M.E. Cook.

COMMITTEES

SEARCH

DIRECTOR, INSTITUTE FOR THE HISTORY & PHILOSOPHY OF SCIENCE & TECHNOLOGY

A search committee has been established to recommend a director for the Institute for the History & Philosophy of Science & Technology. Members are: Professor John Baird, associate dean, Division I, School of Graduate Studies (chair); University Professor Ian Hacking, Institute for the History & Philosophy of Science & Technology; Professors Craig Fraser and Janis Langins, Institute for the History & Philosophy of Science & Technology; E.L. Shorter, Department of History; M.C. Morrison, Department of Philosophy; and Leonard Waverman, Department of Economics; and Jane Jenkins, graduate student.

The committee will be pleased to receive comments or suggestions from interested persons until April 7. These may be mailed to Professor John Baird at the School of Graduate Studies, 63 St. George St.

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A NECESSARY MYTH

Pay equity enthusiasts may be deluded by the assumed powers of job evaluation

BY MAEVE QUAID

JOB EVALUATION TECHNIQUES HAVE undergone a surprising rebirth. The basis for this second coming is the pay equity movement which endorses formal job evaluation as the best way to eliminate gender-based pay discrimination.

Since its first recorded application in the US federal government in 1871, job evaluation has been portrayed as a sophisticated, complex and rational technique. Many view it as a "knight in shining armour" that can defeat pay inequities wherever they exist. Leading feminist researchers, such as Joan Acker in 1989, have embraced it: in seeking to purge job evaluation of sex bias they accept the rational-technical premises upon which the process is based. Professional job evaluators have, as rational technocrats, been accorded the status of high priests and have added importance to the personnel function. Consultants have experienced a major boom in business, claiming specialized expertise in the application of the technique. Myriad high-paying jobs have been created in state-organized pay equity bureaus to redress the gender imbalance — at least as it exists in the elite group charged with the responsibility of increasing pay levels for their marginalized sisters in the workforce.

BASICALLY A JOB-WORTH MEASUREMENT TECHNIQUE, job evaluation seeks to establish a hierarchy of jobs; it's a systematic way of comparing jobs within an organization. A variety of evaluation methods exists. They range from simple ranking to the highly analytical point schemes that are advocated by pay equity bureaus and legislators and based on a number of different factors such as skill, responsibility, effort and working conditions.

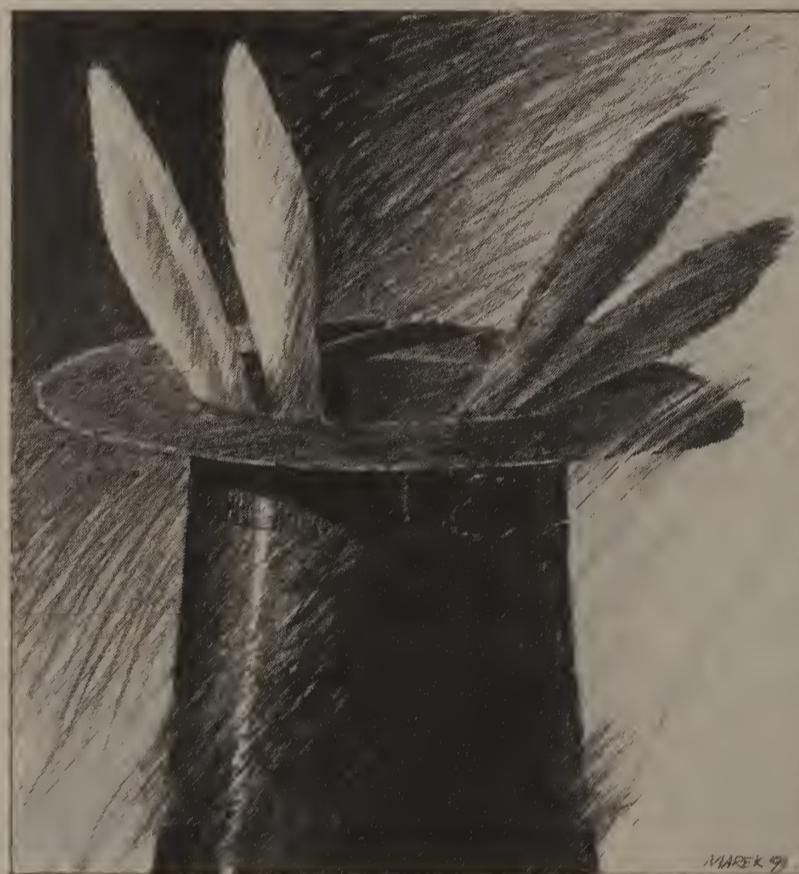
The bulk of what has been written about job evaluation has emerged from a rational level of analysis. This is not surprising, as job evaluation is, on the surface at least, an eminently realistic device. It has been assigned the power of providing enlightenment to the process of salary administration and has, apparently, the power to subdue the dreaded chaos associated with the wage-determination process. The economic jungle of the labour market and employer-employee "smash-and-grab" tactics are seen to be replaced by a scientific and formal process for determining wage rates.

Indeed, the increase in the use of formal job evaluation techniques appears to have grown hand in hand with complex bureaucratic structures. Job evaluation can be seen as a derivative of the classical school of management. While often associated with modern organizational principles, it is deeply rooted in a classical-bureaucratic logic. Traditional bureaucratic management depends, for instance, on a steep, well-reinforced hierarchy. Since job evaluation measures differences in terms of hierarchical relationships, it can be said to fit and reinforce the bureaucratic logic.

It is possible to argue, however, that the real meaning and significance of job evaluation — which is to resolve the irresolvable — has been obscured and conditioned by the rational model. If we use a symbolic model, a new array of meanings can be assigned.

JOB EVALUATION IS A MYTH BECAUSE IT IS NOT POSSIBLE TO scientifically, or objectively, determine the relative value of jobs. The technique provides organizations with a language and a set of rituals and rhetoric that transport an otherwise impossible process into the realm of the possible and the determinable. In this way job evaluation serves to code existing biases and value systems in order to represent them as "objectifiable" data.

If women are now finding that their jobs are being upgraded as a result of formal job evaluation, it is not because the technique has objective powers to determine appropriate value but because women have become empowered to the extent that they can inform value in one direction. It could be said that job eval-



uation now disguises the political aspects of pay determination by turning a subjective process into an objective one.

The positing of job evaluation as a myth should not come as a surprise; organizations and societies have often been found to invent myths when confronted with ambiguity and intangible outputs. When there is no apparent logic or rationale for an activity, organizations and societies need to invent one, if only to cope with the management of this uncertainty. Job evaluation can be seen as expressing and enhancing beliefs and thus is a vital ingredient in the production of organizational reality. It codifies issues and feelings that otherwise could not be handled or might be handled in a much more primitive and possibly detrimental way.



**JOB EVALUATION IS A MYTH
BECAUSE IT IS IMPOSSIBLE
TO DETERMINE THE RELATIVE
VALUE OF JOBS**

The technique fits the definition of myth to the extent that it is a process in which people believe. The idea that the relative value of jobs can be evaluated or measured is believed by workers, practitioners, consultants, feminists and academics alike. It is believed to the extent that it is now taken for granted and is part of reality. It is true because it is believed.

Job evaluation may gain its power as a myth because of its rational aura. The elaborate rational basis of job evaluation, with its detailed statistical charts, complex scoring devices, systematic descriptions and definitive job evaluation criteria (skill, effort, responsibility, working conditions and so on), lends

credence to the idea that it is possible to place a correct value on jobs. The rational framework helps to ensure that job evaluation (or the myth that the worth of jobs can be measured) is seen as a valid process, able to do the things that it purports to do.

The rules and procedures associated with modern job evaluation techniques provide the substance of the myth. They can be viewed as an elaborate story or narrative that serves to help managers explain to workers why jobs are valued as they are and, more recently, to help women lodge claims directed at rectifying perceived pay inequities. As is the case for any system of beliefs, the job evaluation process provides a framework for interpreting events. Without such a narrative or story, managers (and women's groups) would be at a loss as to how to make sense of an existing hierarchy. These narratives or stories vary from culture to culture and from nation-state to nation-state. The kind of narrative or story told by job evaluation will likely be based in the wider cultural belief about what constitutes fairness in the evaluation of jobs.

In the former Soviet Union, for instance, job evaluation systems invest considerable importance in working conditions. Their narrative or story is different from that used in North America and western Europe where education and skill are emphasized. Universally, however, the instrument is viewed as producing objective results. It provides a firm logic with which to buttress existing societal views about job worth. In this sense job evaluation is not a universal scientific device but merely a reflection of a society's beliefs at a specific time.

The idea that job evaluation simply reflects commonly held beliefs at a given time is evidenced by the tendency in the recent pay equity movement to use the technique as a tool to pursue pay claims on behalf of women. It is interesting that organizations, which used systematic job evaluation techniques prior to the advent of the pay equity movement, did not seem to recognize within the narrative of that time the importance of certain female-based jobs. It was only through a shift in values and the empowerment of women that job evaluation was used to provide for pay adjustments for these ghettoized positions.

SO WHAT DOES JOB EVALUATION REALLY DO? IT REMOVES THE pay determination process from everyday discourse and places it into the realm of the pseudo-scientific or the mystical. It provides a verbal explanation and justification for an organizational hierarchy that might otherwise be difficult to explain. It bears back to employers and employees the notion that the existing structure of inequality is right and just. Job evaluation can be interpreted, therefore, as a concrete materialization of implicit assumptions and traditional values hidden amidst a set of factors, degrees and weights. Job evaluation allows a particular hierarchical change to occur when those who control the process deem it appropriate.

I believe, at this time, that job evaluation is a necessary myth and that it will continue to survive in the short term — especially given society's fetish for bureaucracy and belief that formalization equals fairness. In the medium term it is possible to suggest that a retreat from job evaluation will take place (partly because of the bureaucratic dysfunctions associated with the technique) and that we will move in the direction of alternative pay criteria such as tenure or seniority as opposed to occupationally based pay. In the long term I think that the mythical basis of job evaluation will become exposed and employers and employees will be forced into more complex and philosophical debates about what constitutes equity and fairness.

Professor Maeve Quaid is a member of the Administrative Studies Program at Trent University and is currently teaching a course in human resource management at the Faculty of Management. Her book *Job Evaluation: The Myth of Equitable Assessment* (University of Toronto Press) will be published in May.